

DESIGNATED CLASSIFIED INFORMATION NONDISCLOSURE AGREEMENT

An Agreement Between FOX, JAMES M. and the United States
(NAME PRINTED OR TYPED)

1. Intending to be legally bound, I hereby accept the obligations contained in this Agreement in consideration of my being granted access to information protected within Special Access Programs designated as 261, hereinafter referred to in this Agreement as Designated Classified Information. I have been advised that Designated Classified Information is classified under the standards of Executive Order 12356 or other Executive Order or Statute. I understand and accept that by being granted access to Designated Classified Information special confidence and trust shall be placed in me by the United States.

2. I hereby acknowledge that I have received a security indoctrination concerning the nature and protection of Designated Classified Information, including the procedures to be followed in ascertaining whether other persons to whom I contemplate disclosing this information have been approved for access to it, and I understand these procedures. I understand that I may be required to sign an appropriate acknowledgment upon being granted access to each category of Designated Classified Information. I further understand that all my obligations under this Agreement continue to exist with respect to such categories whether or not I am required to sign such an acknowledgement.

3. I have been advised that direct or indirect unauthorized disclosure, unauthorized retention, or negligent handling of Designated Classified Information by me could cause irreparable injury to the United States or be used to advantage by a foreign nation. I hereby agree that I will never divulge such information to anyone who is not authorized to receive it without prior written authorization from the United States Government department or agency (hereinafter Department or Agency) that last authorized my access to Designated Classified Information. I further understand that I am obligated by law and regulation not to disclose any classified information in an unauthorized fashion.

4. In consideration of being granted access to Designated Classified Information and of being assigned or retained in a position of special confidence and trust requiring access to Designated Classified Information, I hereby agree to submit for security review by the Department or Agency that last authorized my access to such information, all information or materials, including works of fiction, which contain or purport to contain any Designated Classified Information or description of activities that produce or relate to Designated Classified Information or that I contemplate disclosing to any person not authorized to have access to Designated Classified Information or that I have prepared for public disclosure. I understand and agree that my obligation to submit such information and materials for review applies during the course of my access to Designated Classified Information and thereafter, and I agree to make any required submissions before discussing the information or material with, or showing them to, anyone who is not authorized to have access to Designated Classified Information. I further agree that I will not disclose such information or materials to any person not authorized to have access to Designated Classified Information until I have received written authorization from the Department or Agency that last authorized my access to Designated Classified Information that such disclosure is permitted.

5. I understand that the purpose of the review described in paragraph 4, above, is to give the United States a reasonable opportunity to determine whether the information or materials submitted pursuant to paragraph 4 set forth any Designated Classified Information. I further understand that the Department or Agency to which I have submitted materials will act upon them, coordinating within the intelligence community, when appropriate, and make a response to me within a reasonable time, not to exceed 30 working days from date of receipt.

798, and 952 of Title 18, U.S.C., and Section 4(b) of the Subversive Activities Act of 1950 (50 U.S.C. Section 783 (b)). The definitions, requirements, obligations, rights, sanctions, and liabilities created by said Executive Order and listed statutes are incorporated into this Agreement and are controlling.

13. I have read this Agreement carefully and my questions, if any, have been answered to my satisfaction. I acknowledge that the briefing officer has made available Sections 793, 794, 798, and 952 of Title 18, U.S.C., and Section 783 of Title 50, U.S.C., and Executive Order 12356, as amended, so that I may read them at this time, if I so choose.

14. I hereby assign to the United States Government all rights, title, and interest, and all royalties, remunerations, and emoluments that have resulted, will result, or may result from any disclosure, publication, or revelation not consistent with the terms of this Agreement.

15. I have been advised that any false statement made by me in this Agreement may subject me to the penalties set out in Section 1001 of Title 18, U.S.C.

16. I make this Agreement without any mental reservation or purpose of evasion.

Jane M. Fox
SIGNATURE
340-30-8781.
SOCIAL SECURITY NUMBER (1)

FBI
ORGANIZATION
9/30/92
DATE

The execution of this Agreement was witnessed by the undersigned who accepted it on behalf of the United States Government as a prior condition of access to Designated Classified Information.

WITNESS AND ACCEPTANCE:

SURE
PRINTED NAME
SOCIAL SECURITY NUMBER (1)

FBI
ORGANIZATION
9/30/92
DATE

(1) The Privacy Act, Title 5, United States Code, Section 552a, requires that federal agencies inform individuals, at the time information is solicited from them, whether the disclosure is mandatory or voluntary, by what authority such information is solicited, and what uses will be made of the information. You are hereby advised that authority for soliciting your Social Security Number (SSN) is Executive Order 9397. Your SSN will be used to identify you precisely when it is necessary to certify that you have access to the information indicated above. While your disclosure of SSN is not mandatory, your failure to do so may delay the processing of such certification.

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SECTION CLOSED

January 15, 1992

PERSONAL

6
Mr. James M. Fox
Federal Bureau of Investigation
New York, New York

Dear Mr. Fox:

Under the provisions of the FBI Senior Executive Service (SES), each member of the FBI SES is entitled to receive a copy of his/her final rating; enclosed for your review and retention is a copy of your final rating. In most cases, this final rating differs only from the initial rating you received from your rating official earlier this year by the addition of the signatures of the Chairman of the Performance Review Board (PRB) and of [REDACTED], who acted on my behalf as the approving authority.

If you exercised the option of providing a formal response to your initial rating, however, your response and any comments provided by your reviewing official, the PRB and the approving authority are also included. This copy of the final rating constitutes the reply to any response; no other avenue of appeal is available under the FBI SES.

Sincerely yours,

William S. Sessions
Director

Dep. Dir. _____
ADD Adm. _____
ADD Inv. _____
Asst. Dir.:
 Adm. Servs. _____
 Crim. Inv. _____
Ident. _____
Insp. _____
Intell. _____
Lab. _____
Legal Coun. _____
Rec. Mgmt. _____
Tech. Servs. _____
Training _____
Cong. Affs. Off. _____
Off. of EEO _____
Off. Liaison &
Int. Affs. _____
Off. of Public Affs. _____
Telephone Rm. _____
Director's Secy _____

Enlosure
PRAU, Room 6854
(3)

MAIL ROOM

Walked to Mail room
1/15/92

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available, bear down with ballpoint pen to make legible copies.

THE BENEFITS REGISTRATION FORM
FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM
(Read instructions on back of last page.)

New Carrier's Control No.

15103288

Old Carrier's Control No.

TO EMPLOYING OFFICE: SHOW OLD CARRIER'S CONTROL NUMBER ONLY IF ELECTION IS TO CANCEL ENROLLMENT OR TO CHANGE OPTIONS OR TYPE OF ENROLLMENT IN THE SAME PLAN.

PART A

ALL WHO REGISTER MUST FILL IN THIS PART.

1. NAME (LAST) (FIRST) (MIDDLE INITIAL)

FOX JAMES M.

2. DATE OF BIRTH (Use numbers)

MONTH	DAY	YEAR
12	23	37

3. ARE YOU NOW MARRIED?

YES 1
NO 2

4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY) (STATE) (ZIP CODE)

40 S. LINCOLN ST. WESTMONT ILL. 60559

5. SEX MALE 1
FEMALE 2

IMPORTANT

IT IS ILLEGAL FOR AN EMPLOYEE OR A MEMBER OF HIS FAMILY TO BE COVERED UNDER MORE THAN ONE ENROLLMENT. IF YOU ARE ALREADY COVERED THROUGH THE FAMILY ENROLLMENT OF ANOTHER FEDERAL OR DISTRICT OF COLUMBIA EMPLOYEE OR ANNUITANT YOU MUST REGISTER NOT TO ENROLL OR THE OTHER ENROLLMENT MUST BE CANCELED OR CHANGED TO SELF ONLY. SIMILARLY, IF A FAMILY MEMBER LISTED BY YOU IN PART B IS COVERED THROUGH HIS (OR HER) OWN ENROLLMENT, YOU CANNOT ELECT A FAMILY ENROLLMENT UNLESS THE FAMILY MEMBER CANCELS HIS (OR HER) ENROLLMENT. ALSO SEE BACK OF PAGES 2 AND 3.

PART B

FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN.

1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from back page of brochure of the plan you select.)

NAME OF PLAN

SAMBA HEALTH BENEFIT PLAN

OPTION (HIGH OR LOW)

ENROLLMENT CODE NUMBER

4 4 2

2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 22, including (a) legally adopted children and (b) stepchildren, foster children, and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 22 who became disabled before age 22 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 22 or over, if one is not already on file.) DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED.

IF enrollment is for Self Only, answer Item 1. If enrollment is for Self and Family, also answer item 2.

IF YOU ARE CHANGING YOUR ENROLLMENT ALSO FILL IN PART D.

NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)
Wife or Husband		1	
		2	
		3	
		4	
		5	
Org. sent to V&P for transmittal to OPM.			

PART C

FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.

PLACE AN "X" IN ITEM 1 OR 2, WHICHEVER APPLIES:

1. I ELECT NOT TO ENROLL IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM.

2. I ELECT TO CANCEL MY PRESENT ENROLLMENT UNDER THE CODE NUMBER SHOWN BELOW.

Present Enrollment Code Number

205

PART D
FILE IN THIS PART, AS WELL AS PART B, TO CHANGE YOUR REGISTRATION.

ANSWER ITEMS 1, 2, AND 3 TO SHOW ENROLLMENT CODE BEING CHANGED AND ELIGIBILITY FOR CHANGE.

1. ENROLLMENT CODE NUMBER OF PRESENT PLAN.

205

2. NUMBER OF EVENT WHICH PERMITS CHANGE.
(See table on back of page 2 for proper number.)

1

3. DATE OF EVENT WHICH PERMITS CHANGE.

MONTH	DAY	YEAR

PART E

ALL WHO REGISTER MUST FILL IN THIS PART.

1. NAME AND ADDRESS (INCLUDING ZIP CODE) OF EMPLOYING OFFICE

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE
WASHINGTON, D. C. 20535

(SIGNATURE OF AUTHORIZED AGENCY OFFICIAL)

WARNING.—Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

PART F

TO BE COMPLETED BY AGENCY.

2. DATE RECEIVED IN EMPLOYING OFFICE

1-5-72

3. EFFECTIVE DATE OF ELECTION

1-9-72

4. PAYROLL OFFICE NO.

15-02-0001

5. SF 2809 REPORT NO.

72-8

REMARKS
FOR USE ONLY BY AGENCY.

RECORDED

8 JUN 1972

2809-113

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FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

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b7CName of Employee: JAMES M. FOX #340-30-8781Where Assigned: CHICAGO
(Division) _____ (Section, Unit) _____Official Position Title and Grade: SPECIAL AGENT GS-13Rating Period: from June 18, 1971 to September 18, 1971ADJECTIVE RATING: EXCELLENT Outstanding, Excellent, Satisfactory, Unsatisfactory Employee's Initials CMFRated by: Charles W. Bates Signature SPECIAL AGENT IN CHARGE Title 9/18/71 DateReviewed by: CHARLES W. BATES Signature Title DateRating Approved by: W. J. Mallahan Signature Assistant Director SEP 23 1971 Title Date

TYPE OF REPORT

- Official
 Annual

REC-139

67-592577-71

Numbered
<input checked="" type="checkbox"/> Administrative
<input type="checkbox"/> 60-Day
<input checked="" type="checkbox"/> 90-Day
<input type="checkbox"/> Transfer
<input type="checkbox"/> Separation from Service
<input type="checkbox"/> Special

⑨ SEP 29 1971
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PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
CHECKLIST AND NARRATIVE COMMENTS
(For use as attachment to Performance Rating Form FD-185)

Name of Employee JAMES M. FOX

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

+ Outstanding (To warrant overall +, all rated elements must be +, and justified in writing.)

E Excellent (Overall E must be supported by E or + on majority of items, including important elements.)

✓ Satisfactory

- Unsatisfactory (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

O No opportunity to appraise. In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
- + 2. Personality and effectiveness of his personal contacts.
- + 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
- + 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? Yes No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? Yes No. If answer to either is yes, explain.
- + 5. Resourcefulness, ingenuity, and initiative.
- + 6. Forcefulness and aggressiveness as required.
- + 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
- + 8. Planning of work.
- E 9. Accuracy and attention to pertinent detail.
- + 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
- E 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
- E 12. Performance results (rate if applicable and mark others O) E A. Internal Security; O B. Criminal or General Investigative; O C. Fugitive; O D. Applicant; O E. Accounting; O F. Other, such as Supervisor.
 Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

By letter dated 6/18/71, the Bureau approved SA FOX for the position of Supervisor of Security Squad #3 at which time he assumed this position. Since that time he has had supervisory responsibility for investigations in the Internal Security (Latin America, Cuban, Chinese and Soviet) field. He has handled this responsibility in a commendable manner. SA FOX is a language-trained Agent in the Chinese (Toyshan) language, which is a tremendous asset in the handling of his responsibilities. SA FOX has repeatedly demonstrated his ability to handle and supervise extremely sensitive and highly complex matters. He possesses a high regard toward the Bureau and its work. SA FOX continually stresses the Bureau's applicant program with the members of his squad.

Complexity of matters handled: None Moderate Most complicated

Degree of supervision required: Above average Average Minimum None

A. Is employee available wherever needs of service require for general assignment? Yes No Special assignment? Yes No

B. Is employee qualified to operate a motor vehicle incidental to his official duties? Yes No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

SUPERVISOR - SECURITY

ADJECTIVE RATING:

EXCELLENT

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

EMPLOYEE'S INITIALS *JMF*

(Checklist and Narrative Comments continued)

- E 13. Firearms.
E 14. Development of informants and sources of information. Comment on weaknesses or justify limited participation.
During rating period developed 0 informants; 0 potential informants.

SA FOX has displayed the ability to supervise and direct the men on his squad in the development and handling of extremely delicate and highly sensitive informants who have furnished extremely valuable information.

- + 15. Reporting. (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)

T A. Reports; T B. Memos, letters, wires.

- E 16. Performance as a witness. During rating period; Based on past performance; No experience.

- E 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)

E A. Leadership

E F. Devising procedures

T B. Ability to handle personnel

T G. Promoting high morale

T C. Making decisions

E H. Getting results

T D. Assignment of work

E I. Furthering equal employment opportunity

E E. Training subordinates

- E 18. Raids and dangerous assignments; E A. As leader; E B. As participant.

- E 19. Miscellaneous. Specify and rate:

E Dictation; E Applicant recruitment; O Other

- O 20. Police Instruction: Qualified Participated Audited

21. Foreign Language Ability: Proficient in Chinese (Toyshan) language(s).

Can handle typical investigative problems as follows:

A. Conversation form Chinese (T) Excellent Very Good Good Fair Unsatisfactory

B. Written form Chinese (T) Excellent Very Good Good Fair Unsatisfactory

Frequency Chinese (T) language ability used during rating period several times a week
Anticipated use during ensuing year several times a week.

22. Administrative Advancement: (Check block if not interested.)

A. Yes No Agent is completely available for administrative advancement.

B. Yes No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.

C. If answer to B is "Yes," Agent's qualifications are considered Very Good Excellent Outstanding
Explain if interested but not now qualified.

23. Number of Incentive Awards 0.

Commendations received from Director: Individual 0 Through Superior 1.

Suggestions submitted 0.

If none, check block .

24. Disciplinary Action and Justification for any Unsatisfactory Items. None
(List items taken into consideration on Checklist.)

EMPLOYEE'S INITIALS JW

NOTIFICATION OF PERSONNEL ACTION

(FOR AGENCY USE)

1. NAME (CAPS) LAST-FIRST-MIDDLE		MR.-MISS-MRS.	2. (FOR AGENCY USE)	3. BIRTH DATE (Mo. Day. Year)	4. SOCIAL SECURITY NO.
FOX, JAMES M.		(MR.)		12-23-37	340-30-8781
5. VETERAN PREFERENCE		6. TENURE GROUP	7. SERVICE COMP. DATE		
1 1-NO 2-S PT.	3-10 PT. DISAB. 4-10 PT. COMP.	5-10 PT. OTHER	10. RETIREMENT		
9. FEGLI		1-COVERED (Regular only - declined optional) 2-INELIGIBLE	1-CS 2-FICA	3-FS 4-NONE	5-OTHER
12. CODE NATURE OF ACTION		13. EFFECTIVE DATE (Mo. Day. Year)			14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
PROMOTION		6-27-71			EXCEPTED BY LAW
15. FROM: POSITION TITLE AND NUMBER		16. PAY PLAN AND OCCUPATION CODE		17. (A) GRADE (B) STEP OR LEVEL OR RATE	18. SALARY
Special Agent 61-F-47		GS Series 1811		12 4	\$16,543 pa
19. NAME AND LOCATION OF EMPLOYING OFFICE					

20. TO: POSITION TITLE AND NUMBER Special Agent 61-F-48	21. PAY PLAN AND OCCUPATION CODE GS Series 1811	22. (a) GRADE OR LEVEL 13	22. (b) STEP OR RATE 1	23. SALARY \$17,761 pa
24. NAME AND LOCATION OF EMPLOYING OFFICE				

25. DUTY STATION (City—county—State)	26. LOCATION CODE	
27. APPROPRIATION	28. POSITION OCCUPIED	29. APPORTIONED POSITION
S. & E., FBI	1—COMPETITIVE SERVICE 2—EXCEPTED SERVICE	FROM _____ TO: _____ STATE: _____

30. REMARKS. A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING _____
 B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: _____
SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED. CHECK IF APPLICABLE: C. DURING PROBATION

SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED. CHECK IF APPLICABLE:

**C. DURING
PROBATION**

37-NOT RECORDED
17 JUL 12 1971

31. DATE OF APPOINTMENT AFFIDAVIT (Accrusters only)		34. SIGNATURE (of the authorized person) AND TITLE Director
32 OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		
33 CODE	EMPLOYING DEPARTMENT OR AGENCY	
		35. DATE 6-22-71

REG 14E

June 22, 1971

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

I am indeed pleased to advise you of your promotion to Grade GS 13, \$17,761 per annum, as a Special Agent, effective June 27, 1971.

Sincerely yours,

John Edgar Hoover
Director

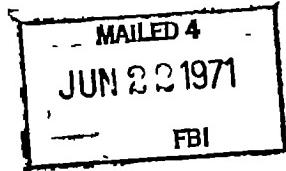
1 - SAC, Chicago (PERSONAL ATTENTION)

1 - [redacted]

1 - Movement

1 - [redacted]

[redacted] (6) 67-592577



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Tolson _____
Sullivan _____
Mohr _____
Bishop _____
Brennan, C D _____
Callahan _____
Casper _____
Conrad _____
Dalbey _____
Felt _____
Gale _____
Rosen _____
Tavel _____
Walters _____
Boysen _____
Beaver _____
Tele Room _____
Holmes _____
Gandy _____

E B I
REC'D-CALLAWAY

5 JUN 28 1971 MAIL ROOM 2 SUPERVISOR UNIT [redacted]

UNITED STATES GOVERNMENT

Memorandum

TO : Mr. Callahan

DATE: 6-17-71

FROM : H. N. Bassett

PROMOTION MATTER

SUBJECT: JAMES M. FOX

Special Agent

Chicago Office - Night Supervisor

GS-12 ; \$ 16,543 ; EOD as SA 5-27-63

Age 33

The above-named Agent is being considered for promotion to Grade GS-13 in accordance with Bureau policy that an Agent is eligible to be so considered after serving at least 3 years in Grade GS-12. He has been in this grade since 6-16-68. His file has been carefully reviewed and he meets the qualifications for this promotion. Applicable items as to his work and performance are indicated below.

- Current work performance meets minimum requirement (Rating of Satisfactory with comments indicating above-average performance for GS-11 promotion; Rating of Excellent for GS-12 promotion)
- Recommended for promotion by his SAC or Assistant Director
- Available for general and special assignment
- Overtime performance satisfactory
- Weight within desirable limits
- Not suffering from or being treated for any physical disability (applicable to Resident Agents only)
- Since in his present grade he has not been subject to disciplinary action and has been commended 1 times and received 0 Incentive Awards
- Itemized statistical accomplishments and/or cases closed for past three months. Any additional pertinent comments under Remarks.

Cases closed and Month See below

67-592577-77

Searched _____	Numbered _____
7 JUN 23 1971 36	

Agent's Average ____
Squad Average ____

REC-141

Remarks SA Fox has been the Night Supervisor in the Chicago Office since January 8, 1971, and has repeatedly demonstrated the ability to handle complex, sensitive and delicate situations. He is a conscientious, resourceful agent who has an outstanding attitude toward the Bureau and its work. He does not have assigned cases at present.

Recom dation:

otion to Grade GS-13 at this time.

(2)

Tolson _____
Sullivan _____
Mohr _____
Bishop _____
Breanas, C.D. _____
Callahan _____
Casper _____
Conrad _____
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6-22-71

6-22-71

SAC, Chicago (66-4787)

6/18/71

Director, FBI

PERSONAL ATTENTION

SUPERVISORY ORGANIZATION
CHICAGO DIVISION

Rearairtel 6/11/71.

Bureau approves your recommendation that SA James M. Fox be designated Supervisor of Security Squad #3 handling Espionage and certain intelligence matters as well as Ad Hoc and Solo programs.

(7)

- 1 - [redacted]
1 - Movement Unit
1 - SOG Chicago File

Based on Chicago airtel 6/11/71 and Addendum Administrative Division,
[redacted] 6/15/71.

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76

MAILED 10
JUN 18 1971
FBI

Tolson _____
Sullivan _____
Mohr _____
Bishop _____
Brennan, C.D. _____
Callahan _____
Casper _____
Conrad _____
Dalbey _____
Felt _____
Gale _____
Rosen _____
Tavel _____
Walters _____
Soyars _____
Beaver _____
Tele. Room _____
Holmes _____
Gandy _____

MAIL ROOM TELETYPE UNIT

6 JUN 18 1971
137

b6
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UNITED STATES GOVERNMENT

Memorandum

b - 1 b

TO : DIRECTOR, FBI

DATE: 6/11/71

FROM : SAC, CHICAGO

SUBJECT: JAMES M. FOX
SPECIAL AGENT
RECOMMENDATION FOR REALLOCATION TO GS-13

b6
b7C

Re Bureau 3-153 dated June 8, 1971.

The comments and ratings in SA FOX's last annual performance rating still apply and there are no significant changes.

SA FOX has been the Night Supervisor in the Chicago Office since January 8, 1971, and has repeatedly demonstrated the ability to handle complex, sensitive and delicate situations. He is a conscientious and resourceful agent and has an outstanding attitude toward the Bureau and its work. SA FOX is completely available for general or special assignment and is not suffering from or being treated for any physical disability. He does not have assigned cases at present.

SA FOX is 6' tall, weighs 174 lbs. with a large frame and is within the desirable weight limits.

By separate communication, SA FOX is also being recommended for the position of Security Squad #3 Supervisor, which position is being vacated by SA [redacted] who is being transferred to SOG.

It is recommended SA FOX be promoted to GS-13.

② - Bureau
1 - Chicago

(3)

1 copy det
REC-141
memo 6-17-71

REC-141

67-392577-75

Searched	Numbered
8 JUN 14 1971	

T E



7 JUN 23 1971

137

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

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Mr. Tolson _____ b7C
 Mr. Sullivan _____
 Mr. Lehr _____
 Mr. Bishop _____
 Mr. Drennan CD _____
 Mr. Callahan _____
 Mr. Casper _____
 Mr. Conrad _____
 Mr. Daibey _____
 Mr. Felt _____
 Mr. Gale _____
 Mr. Rosen _____
 Mr. Tavel _____
 Mr. Walters _____
 Mr. Seyard _____
 Tele. Room _____
 Miss Holmes _____
 Miss Gandy _____

WPS

Chicago, Illinois
 June 4, 1971

Mr. J. Edgar Hoover
 Director
 Federal Bureau of Investigation
 Washington, D.C.

Mr. Beaver

Dear Mr. Hoover:

This is to request a color photograph of you which I would deeply appreciate having you autograph.

I entered on duty as a Special Agent with the Federal Bureau of Investigation on May 27, 1963, and I am presently assigned to the Chicago Division.

I am extremely grateful for having the opportunity of working for the Federal Bureau of Investigation and deem it an honor and privilege to serve under your leadership.

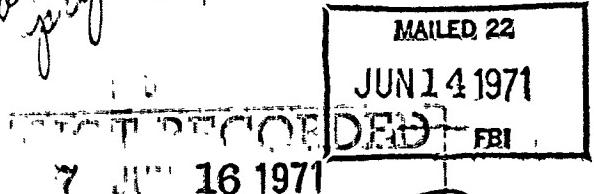
Very truly yours,

James M. Fox

James M. Fox
 Special Agent

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Personnel file checked
 and auto photo's made
 prepared



160

ONLINE RESEARCH

3-

b6
b7CFEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOX #340-30-8781Where Assigned: CHICAGO
(Division) (Section, Unit)Official Position Title and Grade: SPECIAL AGENT GS-12Rating Period: from April 1, 1970 to March 31, 1971ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, Unsatisfactory Employee's Initials JMFRated by Bernard L. Huelskamp ASSISTANT SPECIAL AGENT IN CHARGE 3/31/71
Signature Title DateReviewed by Charles W. Bates SPECIAL AGENT IN CHARGE 3/31/71
Signature Title DateRating Approved by W.P. Callahan Assistant Director APR 23 1971
Signature Title Date

TYPE OF REPORT

 Official
 Annual Administrative
 60-Day
 90-Day
 Transfer
 Separation from Service
 Special

REC-139

67-592577-73
Searched _____
8 APR 16 1971 98

5 MAY 6 1971
74b6
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PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
CHECKLIST AND NARRATIVE COMMENTS
(For use as attachment to Performance Rating Form FD-185)

Name of Employee _____

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

+ RATE ITEMS AS FOLLOWS: (See Manual of Rules and Regulations for detailed instructions.)
+ Outstanding (To warrant overall +, all rated elements must be +, and justified in writing.)

E Excellent (Overall E must be supported by E or + on majority of items, including important elements.)

✓ Satisfactory

— Unsatisfactory (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

O No opportunity to appraise. In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
+ 2. Personality and effectiveness of his personal contacts.
+ 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
E 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? Yes No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? Yes No. If answer to either is yes, explain.

- + 5. Resourcefulness, ingenuity, and initiative.
+ 6. Forcefulness and aggressiveness as required.
+ 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
+ 8. Planning of work.
+ 9. Accuracy and attention to pertinent detail.
+ 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
E 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
E 12. Performance results (rate if applicable and mark others O) + A. Internal Security; O B. Criminal or General Investigative; O C. Fugitive; O D. Applicant; O E. Accounting; + F. Other, such as Supervisor.
 Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

From the beginning of the rating period until 1/8/71, SA FOX was assigned to the Espionage-Foreign Intelligence Squad where most of his assignments were in the Chinese field. SA FOX is a language-trained agent in the Chinese (Toyshan) language, which ability assisted him greatly in the handling of his work. For the remainder of the rating period, SA FOX served as the Night Supervisor for the Chicago Office. He has repeatedly demonstrated the ability to handle extremely sensitive and delicate situations with ingenuity, common sense, and discretion. SA FOX possesses an outstanding attitude toward the Bureau and its work and continually exhibits his resourcefulness, ingenuity, and initiative. During the rating period SA FOX interviewed numerous individuals in efforts to obtain Bureau applicants.

Complexity of matters handled: None Moderate Most complicated

Degree of supervision required: Above average Average Minimum None

A. Is employee available wherever needs of service require for general assignment? Yes No Special assignment? Yes No

B. Is employee qualified to operate a motor vehicle incidental to his official duties? Yes No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

NIGHT SUPERVISOR

ADJECTIVE RATING:

EXCELLENT

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

EMPLOYEE'S INITIALS JW

(Checklist and Narrative Comments continued)

- E 13. Firearms.
E 14. Development of informants and sources of information. Comment on weaknesses or justify limited participation.

During rating period developed _____ informants; _____ potential informants.

SA FOX' current assignment does not lend itself to the development of informants, however, he has handled informants in the past in a most commendable manner.

- E 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)

E A. Reports; E B. Memos, letters, wires.

- E 16. Performance as a witness. During rating period; Based on past performance; No experience.

- E 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)

E A. Leadership

F B. Ability to handle personnel

E C. Making decisions

F D. Assignment of work

F E. Training subordinates

E F. Devising procedures

F G. Promoting high morale

E H. Getting results

E I. Furthering equal employment opportunity

- E 18. Raids and dangerous assignments: E A. As leader; E B. As participant.

- E 19. Miscellaneous. Specify and rate:

E Dictation; E Applicant recruitment; O Other

- O 20. Police Instruction: Qualified Participated Audited

21. Foreign Language Ability: Proficient in Chinese (Toyshan) language(s).

Can handle typical investigative problems as follows:

A. Conversation form C (Toyshan) Excellent Very Good Good Fair Unsatisfactory

B. Written form C (Toyshan) Excellent Very Good Good Fair Unsatisfactory

C (Toyshan) Frequency _____ language ability used during rating period several times a week
Anticipated use during ensuing year several times a week.

22. Administrative Advancement: (Check block if not interested.)

A. Yes No Agent is completely available for administrative advancement.

B. Yes No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.

C. If answer to B is "Yes," Agent's qualifications are considered Very Good Excellent Outstanding
Explain if interested but not now qualified.

23. Number of Incentive Awards 0.

Commendations received from Director: Individual 0 Through Superior 2.

Suggestions submitted 0.

If none, check block .

24. Disciplinary Action and Justification for any Unsatisfactory Items. None
(List items taken into consideration on Checklist.)

EMPLOYEE'S INITIALS JW

UNITED STATES GOVERNMENT

Memorandum

(SUBMIT IN DUPLICATE)

340-30-8781

TO : Director, FBI

DATE: 1/19/71

FROM: SA JAMES M. FOX

Atten:

Social Security Number: 340 30 8781

Movement Unit

Office of assignment: Chicago

2. Voucher Statistical Section

SUBJECT: OFFICES OF PREFERENCE

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Please list my offices of preference as follows:

1. Chicago 3150
2. Phoenix 3630
3. San Diego 3780

B

67-NOT RECORDED
7 JAN 28 1971b6
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JAN 26 1971



Mr. Callahan

January 971

J. B. Adams

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SUPERVISORY ORGANIZATION
CHICAGO DIVISION

Purpose of this memorandum is to consider recommendation of SAC, Chicago, that SA James M. Fox be approved as Night Supervisor for a period of six months to succeed [redacted] who has been transferred to SOG to serve in a supervisory capacity.

SAC, Chicago, notes SA Fox is a very mature Agent who has demonstrated his ability to handle his cases both from an investigative and administrative viewpoint in an exceptional manner. It is noted that SA Fox has a law degree and previously served at SOG in a clerical capacity. He has indicated he is desirous of administrative advancement and based on his overall attitude, judgment, and experience, it is felt he has excellent potential along administrative lines.

SA Fox EOD 5/27/63, is in GS-12, \$15,611. Rated Excellent on 1970 Annual Performance Report which indicates he is completely available, interested in, and considered to have excellent qualifications for administrative advancement, and is capable of handling most complicated investigative matters with minimum supervision. His services since entering on duty have been entirely satisfactory, having been commended once through his SAC. He was approved as a Relief Supervisor in the Chicago Office 3/17/69. Overtime satisfactory.

RECOMMENDATION:

That SA James M. Fox be approved as Night Supervisor in Chicago Office for a six-month period after which it will be necessary for SAC to justify retention or recommend replacement. Appropriate letter attached.

Enclosure

1- Personnel File of SA James M. Fox
[redacted] (3)

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PERMANENT BRIEF OF FILE OF SA JAMES M. FOX ATTACHED:

67-NOT RECORDED

8 JAN 12 1971

41

SAC, Chicago (66-4787)

January 8, 1971

Director, FBI

PERSONAL ATTENTION

SUPERVISORY ORGANIZATION
CHICAGO DIVISION

Rearairtel 1/4/71.

SA James M. Fox is approved as Night Supervisor for six months. At the expiration of this date you should submit your observations and recommendation regarding SA Fox's continuance in this position or recommend a replacement for him.

- 1 - [redacted]
1 - Movement
① - Personnel File of SA James M. Fox

[redacted]
(7)

Based on memo Adams to Callahan dated 1/8/71, [redacted]

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67-NOT RECORDED
8 JAN 12 1971

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI
SA JAMES M. FOX
FROM :

SUBJECT: OFFICES OF PREFERENCE

340-30-8781

DATE: 12/21/70

Attention:

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Please list my offices of preference as follows

1. Chicago 3130
2. San Diego 3180
3. Phoenix 3630

67-NOT RECORDED
7 JAN 14 1971

JAN 12 1971

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November 18, 1970

Mr. Charles W. Bates
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Bates:

It is indeed a source of pleasure for me to be able to commend, through you, the personnel in the Chicago Office who contributed so effectively to the success attained in the investigation of the Election Laws case involving [redacted] and others.

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I know that everyone carried out his assignments in a dependable, efficient and dedicated manner in order that such outstanding results might be obtained within a short period of time. I would like you to advise all who participated so competently of my appreciation for their invaluable services on our behalf.

MAILED 24
NOV 18 1970
COMM-FBI

Sincerely yours,

J. Edgar Hoover

1 - SAC, Chicago (Personal Attention)
Place a copy of this letter in files of personnel who participated in this matter but were not individually recognized.

1 - [redacted] (Sent Direct)

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(250)

Based on FD-255 from Chicago 11/4/70 and addendum General Investigative Division 11/9/70 re [redacted] Edward F. Bloom, Robert Lee Alexander [redacted] Chicago Division, Recommendation For Incentive Awards.

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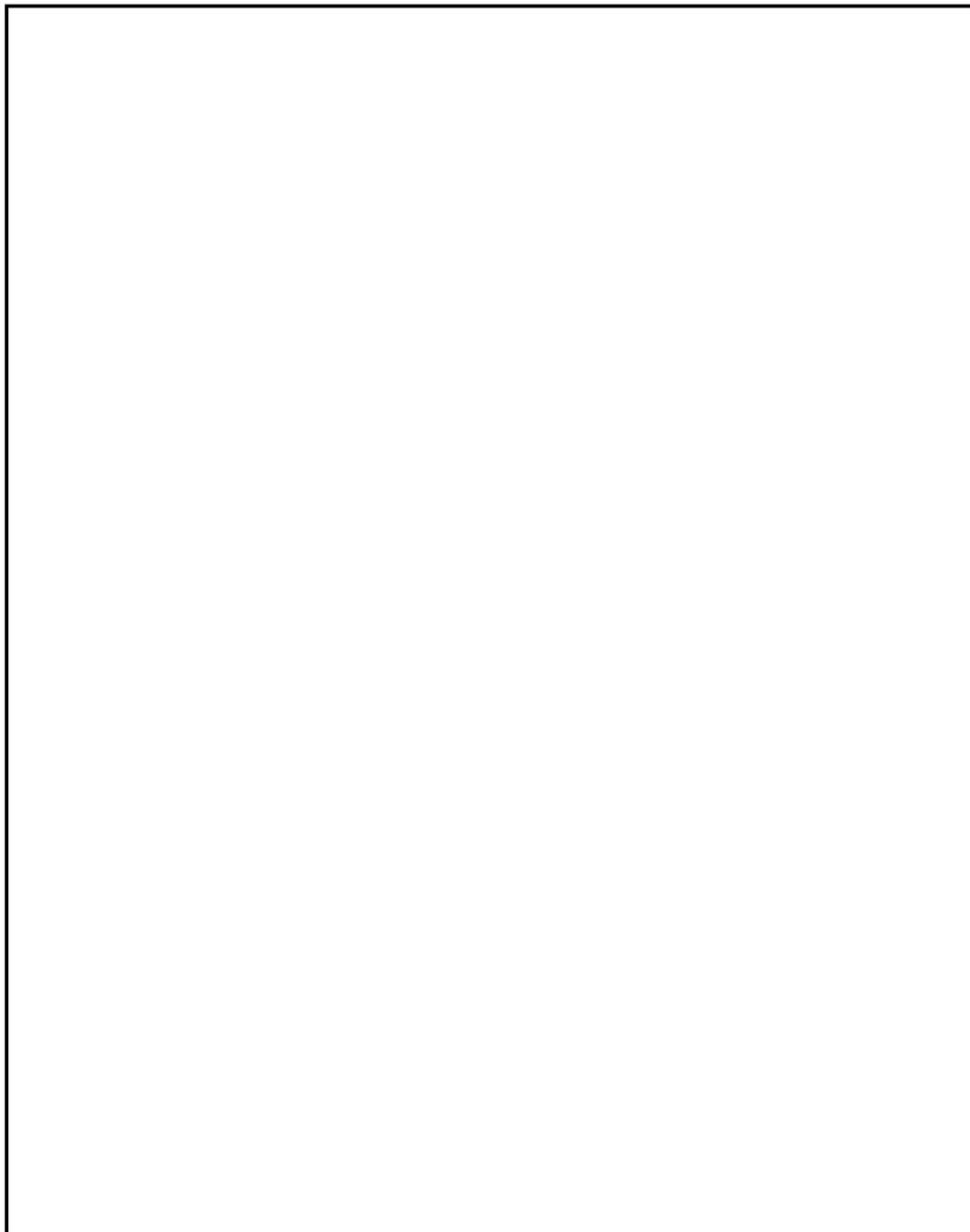
Tolson _____
Sullivan _____
Mohr _____
Bishop _____
Brennan, C.D. _____
Callahan _____
Casper _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Tavel _____
Walters _____
Soyars _____
Tele. Room _____
Holmes _____
Gandy _____

MAIL ROOM [] TELETYPE UNIT []

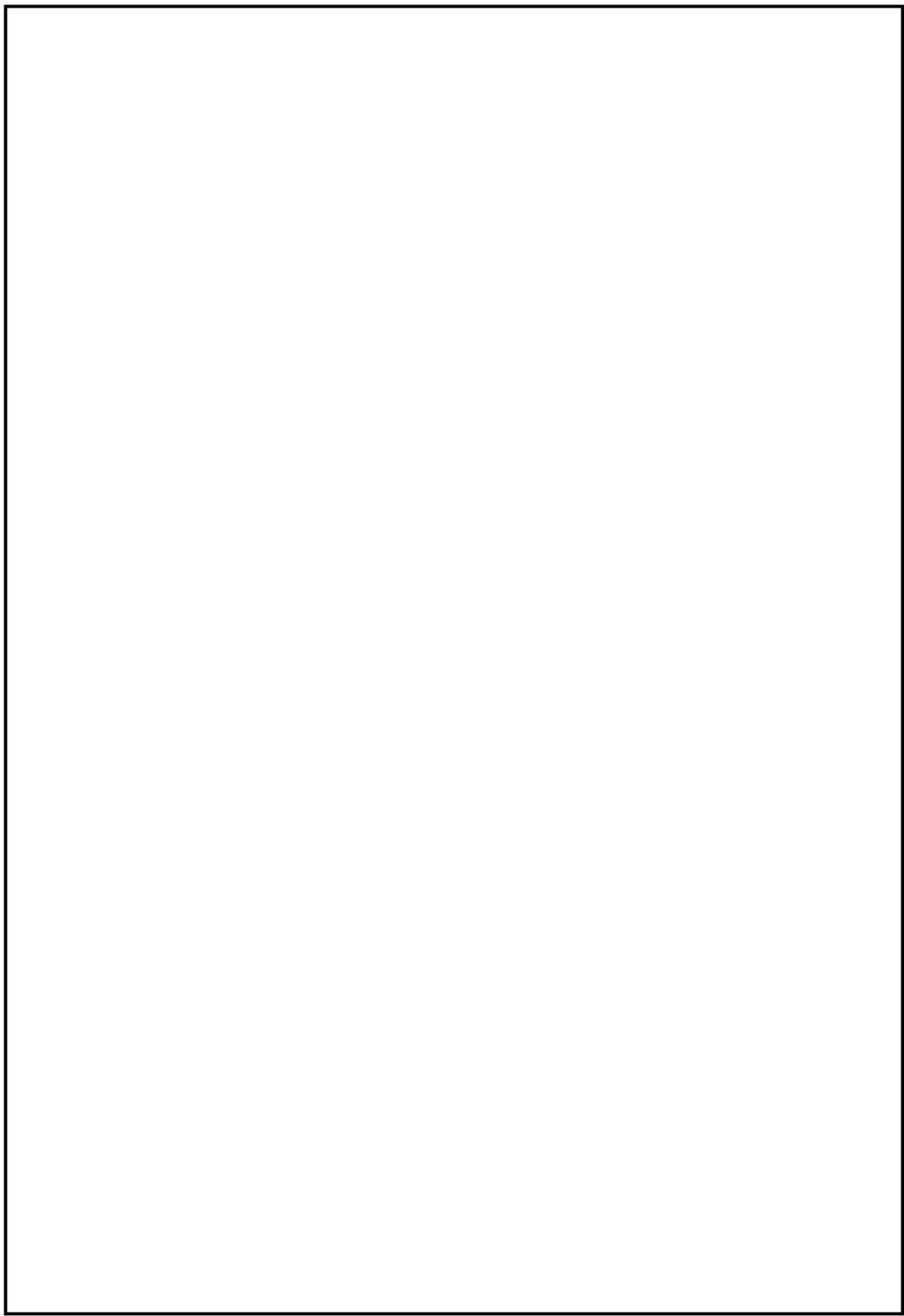
Copies prepared and attached for placing in the personnel files of: OVER

Mr. Charles W. Bates
FBI - Chicago, Illinois

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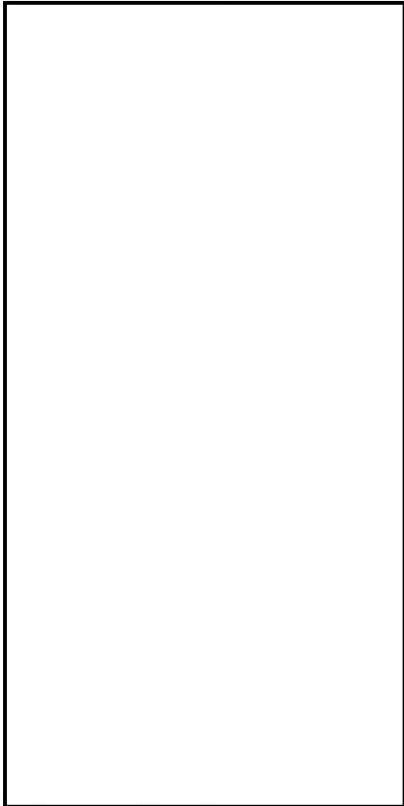


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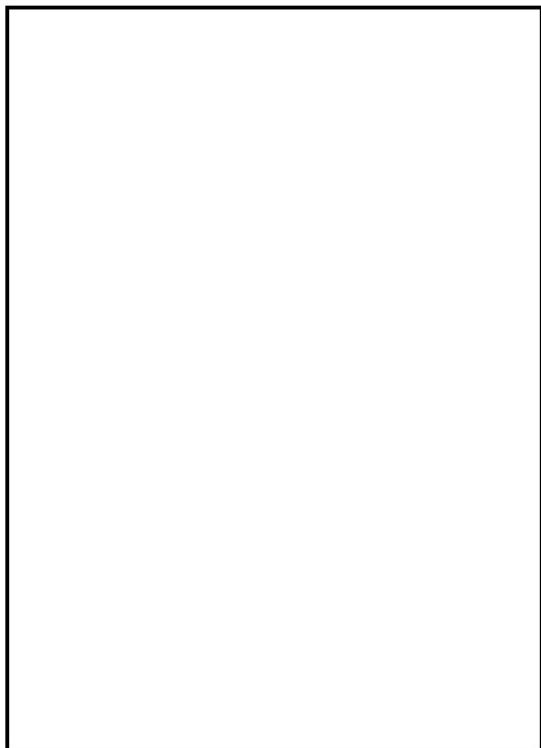
Maurice F. Dean



JJames M. Fox



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FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE

SOCIAL SECURITY NUMBER

FOX JAMES M

340-30-8781

NOTIFICATION OF BASIC CHANGE

CODE-NATURE OF ACTION		EFFECTIVE DATE	DATE OF LAST EQUIV. INCR.		
<input type="checkbox"/>	892—QUALITY INCREASE	<input type="checkbox"/>	896—ADMIN. PAY INCREASE		
<input checked="" type="checkbox"/>	893—WITHIN GRADE INCREASE	<input type="checkbox"/>	897—ADMIN. PAY DECREASE		
<input type="checkbox"/>	894—PAY ADJUSTMENT	OTHER (SPECIFY IN REMARKS)		6/14/70	6/15/69
GRADE OR LEVEL	STEP OR RATE	OLD SALARY	NEW SALARY		
GS-12	STEP 4	\$15,138.00	\$15,611.00		

DATA ON UNPAID ABSENCE

PERIOD(S)	TOTAL EXCESS	IN PAY STATUS AT END OF WAITING PERIOD	INITIALS
		YES	3

EMPLOYEE'S WORK IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS:

L-5 JUN 1970

J. Edgar Hoover

JOHN EDGAR HOOVER
DIRECTOR

6/14/70
(DATE)

PERSONNEL FILE COPY

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FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICEb6
b7C

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOX

340-30-8781

Where Assigned: CHICAGO
(Division) SECURITY SQUAD # 3
(Section, Unit)Official Position Title and Grade: SPECIAL AGENT GS-12Rating Period: from APRIL 1, 1969 to MARCH 31, 1970ADJECTIVE RATING: EXCELLENT Employee's Initials
JMF
Outstanding, Excellent, Satisfactory, UnsatisfactoryRated by: [Redacted] Signature Supervisor 3/31/70 DateTitle Special Agent 3/31/70 DateIn Charge 3/31/70 DateReviewed by: [Redacted] Signature Assistant Director APR 24 1970 DateRating Approved by: [Redacted] Signature Signature Title APR 24 1970 Date

TYPE OF REPORT

Official
 Annual

REC-136

67-593577-71	
Searched	Numbered
<input type="checkbox"/>	Administrative
<input type="checkbox"/>	260-Day 1970
<input type="checkbox"/>	90-Day
<input type="checkbox"/>	Transfer
<input type="checkbox"/>	Separation from Service
<input type="checkbox"/>	Special

A JUN 16 1970
202

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PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
(For use as attachment to Performance Rating Form FD-185)

JAMES M. FOX

Name of Employee

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS: (See Manual of Rules and Regulations for detailed instructions.)

+ Outstanding (To warrant overall +, all rated elements must be +, and justified in writing.)

E Excellent (Overall E must be supported by E or + on majority of items, including important elements.)

✓ Satisfactory

= Unsatisfactory (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

O No opportunity to appraise

(Use INK for Checklist - DO NOT TYPE)

CHECKLIST AND NARRATIVE COMMENTS

+ 1. Personal appearance.

E 2. Personality and effectiveness of his personal contacts.

+ 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).

E 4. Physical fitness (including health, energy, stamina). COMMENT on limitations on availability, physical limitations affecting performance, and sick leave information. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? (If "yes" explain.)

There are no physical limitations affecting SA FOX's performance or availability. SA FOX has not used more SL than earned during the rating period.

E 5. Resourcefulness, ingenuity, and initiative.

E 6. Forcefulness and aggressiveness as required.

+ 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.

+ 8. Planning of work.

+ 9. Accuracy and attention to pertinent detail.

+ 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.

E 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.

F 12. Investigative results (rate applicable cases) **E A. Internal Security; **O** B. Criminal or General Investigative;**

O C. Fugitive; **O D. Applicant; **O** E. Accounting.**

Complexity of investigative matters handled: None Moderate Most complicated.

Degree of supervision required: Above average Average Minimum None

COMMENT on type of work handled entire rating period and appraisal of overall work performance:

During the rating period SA FOX was assigned to the Espionage - Foreign Intelligence Squad where most of his assignments were in the Chinese field. For an Agent of his experience he has exhibited a definite ability to handle more complicated type investigations with a minimum of supervision. He possesses an outstanding attitude toward the Bureau and its work. He has used outstanding judgment in carrying a high case load during this period. SA FOX has demonstrated an acute awareness of the importance of the Bureau Applicant Program and has made numerous contacts both during duty and off duty hours to further this program. He secured one applicant on duty. His overall work performance is considered to be excellent and his rating in GS-12 is excellent.

- A. Is employee available for general assignment **Yes**; special assignment **Yes**; wherever needs of service require?
- B. Is employee qualified to operate a motor vehicle incidental to his official duties? Yes No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.
- C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant, account, or as Resident Agent, supervisor, instructor, etc.): **Security, Espionage - Foreign Intelligence - Relief Supervisor.**

ADJECTIVE RATING: **Excellent**

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

EMPLOYEE'S INITIALS **GWF**

(Checklist and Narrative Comments continued)

E 13. Firearms

E 14. Development of informants and sources of information. COMMENT on participation in this program.

SA FOX handled a valuable Bureau approved informant during this rating period. Through numerous interviews conducted in the [redacted], developed additional sources including one approved PSI.

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E 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)

E A. Investigative reports: B. Summary reports: C. Memos, letters, wires

E 16. Performance as a witness. During rating period: Based on past performance: No experience.

E 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents.)

E A. Leadership F. Devising procedures

E B. Ability to handle personnel G. Promoting high morale

E C. Making decisions H. Getting results

E D. Assignment of work I. Furthering equal employment opportunity.

E E. Training subordinates

E 18. Raids and dangerous assignments: A. As leader: B. As participant

E 19. Miscellaneous. Specify and rate:

Dictation: Applicant recruitment: Other

20. Police Instruction: Qualified Participated Audited

21. Foreign Language Ability: Proficient in Chinese (toyshan) language(s).

Can handle typical investigative problems as follows:

A. Conversation form Chinese (toyshan) Excellent Very Good Good Fair Unsatisfactory

B. Written form Chinese (toyshan) Excellent Very Good Good Fair Unsatisfactory

Frequency Chinese (toyshan) language ability used during rating period several times a week.
Anticipated use during ensuing year several times a week.

22. Administrative Advancement: (Check block if not interested.)

A. Yes No Agent is completely available for administrative advancement.

B. Yes No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.

C. If answer to B is "Yes," Agent's qualifications are considered Very Good Excellent Outstanding
EXPLAIN if interested but not now qualified.

23. Number of Incentive Awards 0 Commendations 0 received from Director. Suggestions submitted 0.

24. Disciplinary Action and Justification for any Unsatisfactory Items. None (List items taken into consideration on Checklist.)

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

SA JAMES M. FOX
 (Name of employee)

FROM : SPECIAL AGENT
 (Office of assignment)

SUBJECT: OFFICES OF PREFERENCE

340-30-8781

DATE:

Attention:

2/17/70
J.A.b6
b7c

Please list my offices of preference as follows:

1. HONOLULU 3280
2. SAN DIEGO 3280
3. CHICAGO 3150

T.G.W.



(1) - Bureau
 1 - Chicago
 JMF:
 (2)

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b7c

2 1970 FEB 26 1970

GS

THREE

NAME: JAMES M. FOX TITLE: SPECIAL AGENT
EOD: CLERK 9/10/62 GRADE: GS 12
SPECIAL AGENT 5/27/63 @ \$14,281

SAC M.W. JOHNSON

This writeup was prepared in view of the fact SA JAMES M. FOX is involved in a substantive case writeup. SA FOX is an athletic appearing Agent who dresses neatly, presents an outstanding appearance as a Bureau representative and possesses an outstanding attitude toward the Bureau. His judgement in the handling of complicated, Chinese internal security matters leaves little to be desired. He has shown the ability to work under pressure while carrying a high case load. He has been a Relief Supervisor since March 19, 1969, and when acting in that capacity he has performed his duties in an excellent manner. No administrative action has been taken against SA FOX since the last inspection. SA FOX is interested in and completely available for administrative advancement.

Rating: Excellent

Inspector's comments page 2.

ENCLOSURE
Inspector WILLIAM A. SULLIVAN
2/10/70

CHICAGO INSPECTION
2/10/70

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INSPECTOR W. A. SULLIVAN:
[redacted] 2/19/70

Inspector concurs with comments of SAC concerning attitude and overall work performance of SA Fox.

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During the Chicago inspection SA Fox was involved in a substantive error (write-up attached) in which, while acting as Relief Supervisor, he approved a communication dated 12/29/69 RUCing an Internal Security case. The communication stated that physical surveillance logs were maintained in the 1-A section of the case file. The surveillance logs were not in file during review on 2/6/70; however, the case Agent had prepared the logs but failed to file them.

SA Fox admitted his deficiency and stated he assumed the surveillance logs were in the Chief Clerk's Office awaiting assembly to file.

RECOMMENDATIONS

1. That no administrative action be taken against SA Fox as this was the primary responsibility of the case Agent to file the logs.
2. That SA Fox be retained as Relief Supervisor.
3. Recommendations concerning other personnel being handled separately.
4. There is no SOG culpability as the error could only have been detected from review of the field office file.

[Handwritten mark]

SUBSTANTIVE ERROR WRITEUP

b3
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b7E

WISPECTOR WILLIAM A. SULLIVAN: The [redacted] case is a pending case reopened on 1/14/70 and assigned to SA [redacted]; case previously assigned to SA [redacted] on 10/17/69. The [redacted] case is a closed case which was assigned to SA [redacted] on 11/17/69. Both cases supervised by SA [redacted].

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b3
b6
b7C
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[redacted] The cover

Chicago Inspection
2/9/70
[redacted]

b6
b7C

ENCLOSURE

letter states that surveillance logs are maintained in the l-A Section of Chicago file [REDACTED]. Case was RUC'd on this communication and action was approved by SA [REDACTED], Supervisor.

b3
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b7C
b7E

[REDACTED] The cover letter states that surveillance logs are maintained in the l-A Section of Chicago file [REDACTED]. Case was RUC'd on this communication and action was approved by SA JAMES M. FOX, Relief Supervisor.

Review of files discloses the physical surveillance logs referred to above are not maintained in the files as stated and there is no notation on the l-A envelope that they have been placed in the l-A Section of the respective files.

Manual of Instructions, Volume I, Section 4, specifically instructs that surveillance logs are original records of subject's activities and they are to be retained permanently.

EXPLANATIONS REQUESTED: 1. SA [REDACTED] is requested to explain why he failed to see that the surveillance logs were placed in the l-A Section of the respective cases.

2. SA [REDACTED] is requested to explain why he failed to detect these delinquencies in his overall supervision of these two cases.

3. Relief Supervisor JAMES M. FOX is requested to explain why he approved the closing communication dated 12/29/69 regarding [REDACTED] without reviewing file to make certain surveillance logs were in file.

4. Comments of SAC are requested.

b3
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b7E

SA [redacted]

: I have read the Inspector's comments and I am most regretful I delayed in getting the logs into the 1A Exhibit Section of the pertinent file. I had inadvertently left these logs in with other current work and thereby failed to insert them according to rules set out in the Manual Of Instructions. I realize the seriousness in this delay and I can assure you this will not recur in the future. I have had the logs placed in the correct files.

b6
b7C

Relief Supervisor JAMES M. FOX: I have read the Inspector's comments and with regard to why

g/w I approved the closing communication without reviewing file to make certain surveillance logs were in the file, I can only say that I know SA [redacted] to be a fully experienced Agent. In this instance I assumed the logs were in the CCO awaiting assembly to this file. I am fully aware of my error in this instance and now realize I should have made a personal check for same. I am regretful this occurred and I can assure you I will be more careful in the future.

b6
b7C

SA [redacted]

: I have read the Inspector's comments and wish to state I regret not having detected the delinquencies noted. I can assure you constant attention will be given by me to similar matters in the future and such will not again occur.

SAC SAC COMMENTS:

: I have carefully reviewed the Inspector's write-up together with the explanations of the above-named Agents. It is deeply regretted that this dereliction occurred. This is definitely not typical of the work of these very conscientious Agents. Every effort will be made to insure that an error of this type does not recur.

W.A.S.
INSPECTOR WILLIAM A. SULLIVAN: There appears to be no Seat
of Government responsibility
since substantive delinquencies noted could only have been
detected by a review of the field office file.

UNITED STATES GOVERNMENT

Memorandum

b6
b7C

TO : DIRECTOR, FBI

DATE: 1/8/70

FROM : SAC, CHICAGO

INTERVIEW OR REPORT
RE SICK LEAVESUBJECT: JAMES M. FOX
SPECIAL AGENT

- Captioned employee has been absent because of illness on four separate occasions of a day or more within six months or less on the dates set out below and has explained these absences as follows:
- The attendance record of captioned employee has previously been brought to the Bureau's attention, and this is a follow-up report. Since the last report to the Bureau, the employee has had the following illness absences of a day or more:

Date	Reason	Date	Reason
10/1 - 10/2/69	Ear infection		
10/31/69	Sore throat		
12/9/69	Cold		
12/19/69	Cold		

Employee has 465 hours of sick leave accrued.

CHECK AND COMPLETE APPLICABLE ITEMS

- Under a physician's care? _____
- Employee was advised attendance would be followed.
- Attitude of employee was Excellent.
- Employee was referred to Health Service (where available) for assistance.
- Communication previously submitted re employee's sick leave, dated _____.
- Work record is Excellent.
- Additional comments. _____

RECOMMENDATION(S)

- Employee's leave record is considered to be so aggravated as to require submission of doctor's certificate for future sickness absences of a day or more, and this will be done, UACB. Employee was advised if absences not supported by doctor's certificate, annual leave will be charged and if no annual leave accrued, leave without pay will be charged.

No action necessary; for information.
 Follow-up report will be submitted in 60 days.

7-NOT RECORDED
JAN 13 1970 31

Interview conducted by (sign) [initials]
Supervisor

Title

1/12/70
THR

b6
b7C

October 24, 1969

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

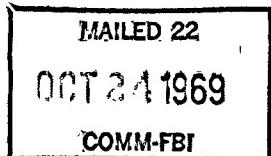
I want to express my sincere sympathy to you on the passing of your Father.

The thoughts of your many friends in the FBI are with you, and it is hoped that you will find some consolation in this sharing of your sorrow.

Sincerely,
J. Edgar Hoover

1 - SAC, Chicago (Personal Attention)

PSD
(4)



67-NOT RECORDED-10

Tolson _____
DeLoach _____
Walters _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

5 OCT 29 1969

MAIL ROOM TELETYPE UNIT

b6
b7c

**PERSONAL INFORMATION
AND/OR
REQUEST FOR LEAVE**

TO : DIRECTOR, FBI

DATE: 10/21/69

FROM: SAC, CHICAGO

Name: JAMES M. FOX

Social Security No. 340-30-8781

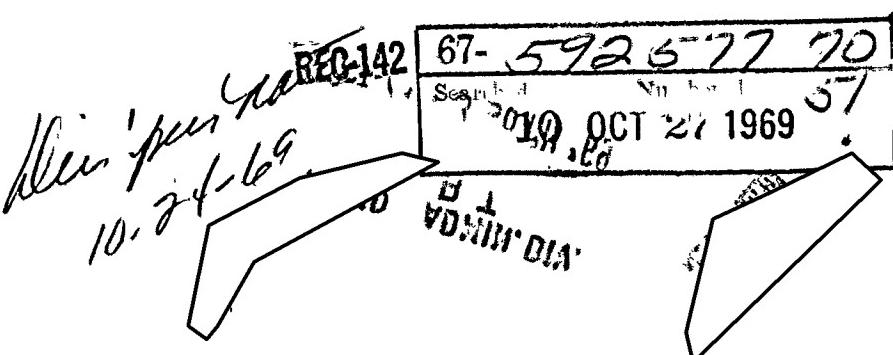
Assigned: Chicago

EOD: 9/10/62

REQUEST FOR LEAVE WITHOUT PAY		LWOP from _____ to _____
Hours of annual leave accrued	Hours of sick leave (if applicable)	Desires advanced annual leave in addition to LWOP <input type="checkbox"/> Yes <input type="checkbox"/> No
Reason:		
ILLNESSES Nature of illness: (Indicate extent of, description, and current condition under Remarks) <small>(Date of surgery and postoperative condition must be indicated under Remarks)</small> <input type="checkbox"/> Accident <input type="checkbox"/> Injury <input type="checkbox"/> Disease <input type="checkbox"/> Operation		
Date sick leave commenced	Date ceased active duty	Expected date of return to duty
Address: Confined at: <input type="checkbox"/> Hospital <input type="checkbox"/> Residence		
EMPLOYEE REQUESTS ADVANCED SICK LEAVE after accrued <input type="checkbox"/> sick leave <input type="checkbox"/> sick and annual leave Employee has _____ hours of annual leave and _____ hours of sick leave (if applicable) accrued.		
DEATHS <input checked="" type="checkbox"/> Father <input type="checkbox"/> Mother <input type="checkbox"/> Spouse <input type="checkbox"/> Daughter <input type="checkbox"/> Brother <input type="checkbox"/> Sister <input type="checkbox"/> Son <input type="checkbox"/> Other Relationship _____ Name of deceased FERN FOX Date and place of death 10/20/69, Chicago, Illinois		
Employee's residence address 140 South Lincoln Westmont, Ill. 60659 If employee is leaving residence because of this death, what will be his temporary address? Time and date of departure: Anticipated time and date of return:		

ADDITIONAL REMARKS AND/OR REASONS FOR REQUEST WHICH WILL BE GRANTED, UACB.

(1)



FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE

FOX JAMES M

SOCIAL SECURITY NUMBER

340-30-8781

NOTIFICATION OF BASIC CHANGE

CODE-NATURE OF ACTION		EFFECTIVE DATE	DATE OF LAST EQUIV. INCR.
<input type="checkbox"/>	892—QUALITY INCREASE		
<input checked="" type="checkbox"/>	893—WITHIN GRADE INCREASE		
<input type="checkbox"/>	894—PAY ADJUSTMENT		
896—ADMIN. PAY INCREASE			
897—ADMIN. PAY DECREASE			
OTHER (SPECIFY IN REMARKS)			
GRADE OR LEVEL	STEP OR RATE	OLD SALARY	NEW SALARY
GS-12	STEP 3	\$12,580.00	\$12,986.00

PERIOD(S)		TOTAL EXCESS	IN PAY STATUS AT END OF WAITING PERIOD	INITIALS
			YES	3

EMPLOYEE'S WORK IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS:

14 JUN 1969

J. Edgar Hoover

JOHN EDGAR HOOVER
DIRECTOR

6/9/69
(DATE)

PERSONNEL FILE COPY

b6
b7C

Chicago Field Office

Routing Slip
FD-4 (Rev. 4-28-67)

Date 4/4/69

To:

Director

FILE

Att.: ROOM 4535

Title SUPERVISION OF WORK

SAC

CHART - CHICAGO DIVISION

ASAC

3/69

Supv.

Agent

SE

IC

CC

Steno

Clerk

RE:

Rotor #:

ACTION DESIRED

Acknowledge

Open Case

Assign _____ Reassign _____

Prepare lead cards

Bring file

Prepare tickler

Call me

Return assignment card

Correct

Return file

Deadline _____

Search and return

Deadline passed

See me

Delinquent

Serial # _____

Discontinue

Post Recharge Return

Expedite

Send to _____

File

Submit new charge out

For information

Submit report by _____

Handle

Type

Initial & return

Leads need attention

Return with explanation or notation as to action taken.

Bureau requested to make the following changes on above-captioned chart: Delete SA _____

_____ as Relief Sup. from S#4 Squad (CG let 4/1/69); add SA JAMES M. FOX as Relief to

S#3 Desk (Bulet 3/17/69); delete SA MAURICE F.

X DEAN as Relief from S#2 Squad (CG Let 3/17/69); delete 25 matters from C#4 Squad. All 25-matters being handled by C#5 Squad. M. W. JOHNSON

See reverse side

Office CHICAGO

* GPO : 1968 O - 306-085 (5)

CEROX

67-NOT RECORDED-10

1 MAY 3 1969

MAY 2 1969

34

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOX #340-30-8781Where Assigned: CHICAGO
(Division) _____ (Section, Unit)Official Position Title and Grade: SPECIAL AGENT GS-12Rating Period: from April 1, 1968 to March 31, 1969ADJECTIVE RATING: EXCELLENT
*Outstanding, Excellent, Satisfactory, Unsatisfactory*Employee's Initials
JMFRated by: _____ SUPERVISOR 3/31/69
[Signature] _____ Title DateReviewed by: M. W. JOHNSON SPECIAL AGENT IN CHARGE 3/31/69
[Signature] _____ Title DateRating Approved by: M. W. JOHNSON Assistant Director MAY 5 1969
[Signature] _____ Title Date

3-585 to SAC 5-6-69

TYPE OF REPORT

b6
b7C Official
 Annual

- Administrative
 60-Day
 90-Day
 Transfer
 Separation from Service
 Special

REC-145

67-1679-2-77-68

8 APR 18 1969

MAY 8 1969

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee JAMES M. FOX Title SPECIAL AGENT
 Rating Period: from 4/1/68 to 3/31/69

RATING GUIDE AND CHECK-LIST

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS:

- + Outstanding (exceeding excellent and deserving of special commendation).
- E Excellent.
- ✓ Satisfactory (good or very good).
- O Unsatisfactory.

O No opportunity to appraise performance during rating period.

Guide for determining adjective rating:

1. "Outstanding" adjective rating requires (A) that all elements be + and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a.
2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
- A. Any element rated "Unsatisfactory" must be supported by narrative comments.
- B. An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.

- | | |
|---|---|
| <p><u>E</u> (1) Personal appearance.</p> <p><u>E</u> (2) Personality and effectiveness of his personal contacts.</p> <p><u>t</u> (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).</p> <p><u>E</u> (4) Physical fitness (including health, energy, stamina).</p> <p><u>F</u> (5) Resourcefulness and ingenuity.</p> <p><u>F</u> (6) Forcefulness and aggressiveness as required.</p> <p><u>F</u> (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.</p> <p><u>E</u> (8) Initiative and the taking of appropriate action on own responsibility.</p> <p><u>t</u> (9) Planning ability and its application to the work.</p> <p><u>t</u> (10) Accuracy and attention to pertinent detail.</p> <p><u>t</u> (11) Industry, including energetic, consistent application to duties.</p> <p><u>t</u> (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.</p> <p><u>E</u> (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.</p> <p><u>F</u> (14) Investigative ability and results: <ul style="list-style-type: none"> <u>E</u> (a) Internal security cases <u>O</u> (b) Criminal or general investigative cases <u>O</u> (c) Fugitive cases <u>O</u> (d) Applicant cases <u>O</u> (e) Accounting cases </p> <p><u>E</u> (15) Physical surveillance ability.</p> | <p><u>E</u> (16) Firearms ability.</p> <p><u>E</u> (17) Development of informants and sources of information.</p> <p><u>E</u> (18) Reporting ability: <ul style="list-style-type: none"> <u>E</u> (a) Investigative reports <u>O</u> (b) Summary reports <u>E</u> (c) Memos, letters, wires
(Consider: <u>E</u> conciseness; <u>E</u> clarity; <u>E</u> organization; <u>E</u> thoroughness; <u>E</u> accuracy; <u>E</u> adequacy and pertinency of leads; <u>E</u> administrative detail.) </p> <p><u>O</u> (19) Performance as a witness.</p> <p><u>O</u> (20) Executive ability: <ul style="list-style-type: none"> <u>E</u> (a) Leadership <u>E</u> (b) Ability to handle personnel <u>E</u> (c) Planning <u>E</u> (d) Making decisions <u>E</u> (e) Assignment of work <u>E</u> (f) Training subordinates <u>E</u> (g) Devising procedures <u>E</u> (h) Emotional stability <u>E</u> (i) Promoting high morale <u>E</u> (j) Getting results </p> <p><u>E</u> (21) Ability on raids and dangerous assignments: <ul style="list-style-type: none"> <u>E</u> (a) As leader <u>E</u> (b) As participant </p> <p><u>t</u> (22) Organizational interest, such as making of suggestions for improvement.</p> <p><u>t</u> (23) Ability to work under pressure.</p> <p><u>t</u> (24) Miscellaneous. Specify and rate:
<u>E</u> Dictation ability
<u>E</u> applicant recruiting</p> |
|---|---|

A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

Espionage-Foreign Intelligence

B. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):

Investigator; Chinese speaking (Toyshan); Relief Supervisor

- C. (1) Is employee available for general assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)
 (2) Is employee available for special assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)

D. 1. Has employee had an abnormal sick leave record during rating period? 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? no (If answer to either question is "yes," explain in narrative comments.)

E. Is employee qualified to operate a motor vehicle incidental to his official duties? Yes No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

ADJECTIVE RATING:

EXCELLENT

Outstanding, Excellent, Satisfactory, Unsatisfactory

EMPLOYEE'S INITIALS *Jmf*

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY: SA FOX is a tall, athletic-appearing agent who dresses neatly and in a businesslike fashion. He presents an excellent appearance as a Bureau representative. He is well-liked by all with whom he comes in contact and has a very pleasing personality.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

During the rating period, SA FOX participated in dangerous assignments in a capable manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

SA FOX is completely available for general or special assignment and has no known physical limitations which would affect his performance as a Special Agent.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE, INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

SA FOX, during the rating period, was assigned to the Espionage-Foreign Intelligence Squad where most of his assignments were in the Chinese field. He is a language-trained agent in the Chinese (Toyshan) language, which ability has assisted him greatly in the handling of his work. He repeatedly demonstrated during the rating period his ability to handle complicated security investigations with less than average amount of supervision for an agent of his experience in the security field. He is a very industrious agent who produces a very high volume of accurate work. He has an outstanding attitude towards the Bureau and its work. He repeatedly demonstrated during the rating period the ability to work under pressure. His work has reflected the use of initiative as well as outstanding judgment. During the rating period, he participated vigorously in the applicant program making numerous personal contacts, both during duty and off-duty hours in an attempt to assist in carrying out the Bureau's program in this area. His overall work during the rating period was excellent and his rating in Grade GS-12 is excellent.


Initials

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

During the rating period, SA FOX received three general letters of commendation received by employees of the Chicago Office from the Director for work performed.

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:

(List items taken into consideration on rating guide and check list.)

NA

7. PARTICIPATION IN INFORMANT PROGRAMS: During the rating period, SA FOX did not develop any Bureau approved informants; however, he did develop two sources of information who have furnished valuable data [redacted]

b3
b7E

8. TESTIFYING EXPERIENCE AND ABILITY:

SA FOX by virtue of his assignment did not testify during the rating period; however, prior thereto, SA FOX testified in USDC in an excellent manner.

9. ACCOUNTING INFORMATION:

NA

10. POLICE INSTRUCTION:

NA

11. RESIDENT AGENTS:

NA


Initials

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

13. FOREIGN LANGUAGE ABILITY:

Chinese (Toyshan)

Language in which proficient _____

Completed language school Yes No

Fluent in **Chinese (Toyshan)** language to extent Agent can handle typical investigative problems as follows: (1) Conversation form Yes No
(2) Written form Yes No

Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory

<u>Language</u>	<u>Read</u>	<u>Write</u>	<u>Speak</u>	<u>Understand</u>
Chinese (Toyshan)	Fair	Fair	Good	Good

Frequency **Chinese (Toyshan)** language ability used during rating period: **Several times a week**

Frequency of use of **Chinese (Toyshan)** language ability anticipated during ensuing year:
Several times a week

14. ADMINISTRATIVE ADVANCEMENT:

- (a) Agent is interested in administrative advancement. Yes No
- (b) Agent is completely available for administrative advancement. Yes No
- (c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance. Yes No
- (d) If answer to (c) is "Yes," Agent's qualifications are considered very good excellent outstanding
- (e) If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (If applicable, explanatory comments required.) Yes No

The Bureau approved SA FOX as a Relief Supervisor for the S-3 Desk on 3/17/69. He is currently undergoing desk training and it is expected with further experience he will become completely qualified in the future. SA FOX has not been rated under Section 20 (Executive Ability) on the Rating Guide since he was only recently made a Relief Supervisor.


Initials

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 4/2/69

FROM : SAC, CHICAGO

SUBJECT: JAMES M. FOX
SPECIAL AGENT
CHICAGO DIVISION
RELIEF SUPERVISORY TRAINING



b6
b7C

Re Bureau letter dated 3/17/69, authorizing appointment
of SA JAMES M. FOX as a Relief Supervisor.

Bureau is advised SA JAMES M. FOX has received
five days training on the S-3 Desk during the week commencing
March 24, 1969. Hereafter, he will be utilized in a
supervisory capacity on the S-3 Desk in the Chicago Division
only in the absence of the full-time supervisor.

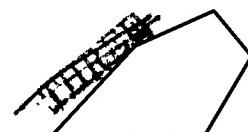
② - Bureau (RM)
2 - Chicago
(1 - 66-4787)



(4)

b6
b7C

59-576-67



Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

5010-108-02

SAC, Chicago

3-17-69

DIRECTOR, FBI

PERSONAL ATTENTION

SUPERVISORY ORGANIZATION
CHICAGO DIVISIONReurlet 3-7-69

SA James M. Fox is approved as a relief supervisor in your office. He must be afforded training for five days with a full-time supervisor, after which time his services are to be used in this capacity only in the absence of full-time supervisory personnel. Subsequent to this initial training, additional training may be afforded him up to two hours per week after the end of the regular workday.

- 1 - Movement Unit
1 - Personnel file of SA James M. Fox

[redacted] (6)

b6
b7c

NOTE: SA Fox EOD as SA 5-27-63 and is in GS 12, \$12,580. He is completely available, interested in, considered to have potential for administrative advancement and handles complicated investigative matters with a minimum of supervision. Services have been satisfactory with no censures or commendations. Rated Excellent on 1968 annual performance report and overtime satisfactory. SAC observes SA Fox is intelligent, conscientious and resourceful, and has demonstrated an excellent administrative aptitude and ability in the handling of his cases, further noting his industry, productivity and over-all professional competence in the dispatch of his duties have been most commendable.

DUPLICATE YELLOW

11

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 3/7/69

FROM : SAC, CHICAGO

SUBJECT: SA JAMES M. FOX
RECOMMENDATION FOR APPROVAL
AS RELIEF SUPERVISOR

SA FOX entered on duty with the Bureau as a Clerk on September 10, 1962, and has been a Special Agent since May 27, 1963. He is presently in Grade GS-12. He has been assigned to the Chicago Office since June 7, 1965, and since that time has worked on Security Squad #3 which handles espionage and foreign intelligence matters. He is a Chinese-Toyshan Language trained agent.

The majority of SA FOX's assignments have been in the Chinese field and his industry, productivity, and over-all professional competence in the dispatch of his duties have been most commendable. He has handled complicated investigative matters with a minimum of supervision and is intelligent, conscientious, and resourceful. He is extremely perceptive in his investigative outlook, thorough in the handling of his assignments, and demonstrates a clear recognition of the objectives of an investigation.

SA FOX has indicated a sincere interest in advancing administratively in the Bureau and it is my feeling that with additional training he will be capable of assuming greater responsibilities. He has demonstrated an excellent administrative aptitude and ability in the handling of his cases. He has been afforded limited opportunity for administrative training, including supervision of small groups of agents engaged in such intra-squad projects as physical surveillance, and he has performed in an excellent manner. During the performance of these duties, he has earned the respect of those agents for whom he is responsible.

SA FOX has at all times shown complete amenability towards the equitable sharing of the office workload and his VOT is consistently comparable to or above the average of the office and the squad.

On March 7, 1969, SA FOX was weighed by the Chicago Office Nurse [redacted] and weighed 171 pounds. He is 7'2" tall, has a large frame, and is within the Bureau's desired weight limits.



(2) - Bureau (RM)

2 - Chicago

(1 - 67-832) (6-4787)

(4)

Rec'd. by the Clerk
3-17-69

[redacted]

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

CG 67-

Bureau authority is requested to authorize SA FOX as a Relief Supervisor on the S-3 Squad of the Chicago Office. If approved, he will be afforded an initial five day training period and will not thereafter be utilized in a supervisory capacity on this desk except in the absence of the full-time supervisor.

UNITED STATES GOVERNMENT

Memorandum

b6
b7C

TO : DIRECTOR, FBI

FROM : SAC, CHICAGO

SUBJECT: JAMES M. FOX
SPECIAL AGENT

DATE: 2/7/69

INTERVIEW OR REPORT
RE SICK LEAVE

- Captioned employee has been absent because of illness on four separate occasions of a day or more within six months or less on the dates set out below and has explained these absences as follows:
- The attendance record of captioned employee has previously been brought to the Bureau's attention, and this is a follow-up report. Since the last report to the Bureau, the employee has had the following illness absences of a day or more:

Date	Reason	Date	Reason
8/28/68	Sinus infection		
12/10-11/68	Flu		
12/16-17/68	Flu		
2/3/69	Cold		

Employee has 433 hours of sick leave accrued.

CHECK AND COMPLETE APPLICABLE ITEMS

- Under a physician's care?
- Employee was advised attendance would be followed.
- Attitude of employee was Excellent.
- Employee was referred to Health Service (where available) for assistance.
- Communication previously submitted re employee's sick leave, dated _____.
- Work record is excellent.
- Additional comments.

RECOMMENDATION(S)

- Employee's leave record is considered to be so aggravated as to require submission of doctor's certificate for future sickness absences of a day or more, and this will be done. UACB. Employee was advised if absences not supported by doctor's certificate, annual leave will be charged and if no annual leave accrued, leave without pay will be charged.
- No action necessary; for information.
- Follow-up report will be submitted in 60 days.
- DO NOT RECOMMEND** *noted
12-10-69*
- 7 FEB 11 1969**

Interview conducted by (signature)
Supervisor
Title

THREE

b6
b7C

SAC Chicago

7/9/68

Director, FBI

James M. Fox
SPECIAL AGENT

The above-captioned Special Agent attended the following training course(s):

In-Service: from 6/24/68 to 7/5/68

- | | |
|-----------------------------------|--|
| <input type="checkbox"/> Criminal | <input type="checkbox"/> Accounting |
| <input type="checkbox"/> Security | <input type="checkbox"/> Expert Firearms-Defensive Tactics |
| <input type="checkbox"/> Basic | |
| <input type="checkbox"/> Advanced | |

Chinese Matters In-Service

The firearms scores should be entered on the individual field firearms training record (FD-40). The following grades were attained.

Notebook	_____
Examination	_____
Shotgun Course #2	_____
Rifle	89
Machine Gun	82

MAILED 9	1968
COMM-FBI	
JUL 9	

Specialized Training:

From

To

Admin. Firearms:

Tolson _____
 DeLoach _____
 Mohr _____
 Bishop _____
 Casper _____
 Callahan _____
 Conrad _____
 Felt _____
 Gale _____
 Rosen _____
 Sullivan _____
 Tavel _____
 Trotter _____
 Tele. Room _____
 Holmes _____
 Gandy _____

I-SA JAMES M. FOX
CHICAGO

67-NOT ORDERED
MAIL ROOM - 135 - 7/10/1968

b6
b7C

NOTIFICATION OF PERSONNEL ACTION
(EMPLOYEE — See General Information on Reverse)

5 PART
50-124-04

(FOR AGENCY USE)

1. NAME (CAPS) LAST-FIRST-MIDDLE		MR.—MISS—MRS.	2. (FOR AGENCY USE)	3. BIRTH DATE (Mo., Day, Year)	4. SOCIAL SECURITY NO.
FOX, JAMES M. (MR.)				12-23-37	340-30-8781
5. VETERAN PREFERENCE 1 1=NO 2=5 PT.		3=10 PT. DISAB. 4=10 PT. COMP.	5=10 PT. OTHER	6. TENURE GROUP	7. SERVICE COMP. DATE
9. FEGLI 1=COVERED 2=INELIGIBLE 3=WAI VED			10. RETIREMENT 1-CS 2-FICA	3-FS 4-NONE	11. (FOR CSC USE) 5=OTHER
12. CODE NATURE OF ACTION PROMOTION			13. EFFECTIVE DATE (Mo., Day, Year) 6-16-68	14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW	
15. FROM: POSITION TITLE AND NUMBER Special Agent 61-F-46		170	16. PAY PLAN AND OCCUPATION CODE GS Series 1811	17. (a) GRADE OR LEVEL 11	18. SALARY \$10,945 pa
19. NAME AND LOCATION OF EMPLOYING OFFICE					
20. TO: POSITION TITLE AND NUMBER Special Agent 61-F-47		170	21. PAY PLAN AND OCCUPATION CODE GS Series 1811	22. (a) GRADE OR LEVEL 12	23. SALARY \$11,843 pa
24. NAME AND LOCATION OF EMPLOYING OFFICE					
25. DUTY STATION (City—county—State)				26. LOCATION CODE	
27. APPROPRIATION S. & E., FBI		28. POSITION OCCUPIED 1=COMPETITIVE SERVICE 2 2=EXCEPTED SERVICE	29. APPORTIONED POSITION FROM: _____ TO: _____ 1=PROVED-1 2=WAI VED-2		
30. REMARKS: _____		A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING _____ B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: _____			
SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED. CHECK IF APPLICABLE:		C. DURING PROBATION _____		D. FROM APPOINTMENT OF 6 MONTHS OR LESS _____	
31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34. SIGNATURE (Or other authentication) AND TITLE <i>J. E. Hoover</i> Director			
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		35. DATE 6-10-68			
33. CODE DJ 02		EMPLOYING DEPARTMENT OR AGENCY FEDERAL BUREAU OF INVESTIGATION WASHINGTON, D.C. 20535			
4. PERSONNEL FOLDER COPY					

67-NOT RECORDED
18 Jun 18 1968

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)

34. SIGNATURE (Or other authentication) AND TITLE

32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)

33. CODE
DJ 02

EMPLOYING DEPARTMENT OR AGENCY

FEDERAL BUREAU OF INVESTIGATION

WASHINGTON, D.C. 20535

35. DATE

6-10-68

b6

b7C

152-116

June 10, 1968

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

I am indeed pleased to advise you of your promotion to Grade GS 12, \$11,843 per annum, as a Special Agent, effective June 16, 1968.

Sincerely yours,

John Edgar Hoover
Director

1 - SAC, Chicago (PERSONAL ATTENTION) Enclosure

The enclosed "Application for Additional Group Life Insurance" should be given to employee who should be advised that if enrolled under SAMBA, entitlement exists to exercise option to obtain maximum life insurance for grade as explained in application form. In applying for this insurance, the enclosed application should be executed and mailed to SAMBA. To avoid submitting a Personal Health Statement, the application should be mailed within sixty days after the effective date of this promotion.

1 - [redacted]
1 - Movement
1 - [redacted]

(is* (6) 67-592577

MAILED 12
JUN 10 1968
COMM-FBI

Tolson _____
DeLoach _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

15-3
MAIL ROOM TELETYPE UNIT

b6
b7C

FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE

SOCIAL SECURITY NUMBER

NOTIFICATION OF BASIC CHANGE

CODE - NATURE OF ACTION:

892 -- QUALITY INCREASE
893 -- WITHIN GRADE INCREASE
894 -- PAY ADJUSTMENT

896 -- ADMIN. PAY INCREASE

897 -- ADMIN. PAY DECREASE

OTHER (SPECIFY IN REMARKS)

EFFECTIVE DATE

DATE OF LAST EQUIV. INCR.

GRADE OR LEVEL	STEP OR RATE

OLD SALARY

NEW SALARY

DATA ON UNPAID ABSENCE

PERIOD(S)

TOTAL EXCESS

IN PAY STATUS AT END OF WAITING PERIOD

INITIALS

**67-NOT RECORDED**EMPLOYEE'S WORK IS ~~NOT~~ IN ACCEPTABLE LEVEL OF COMPETENCE.

EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS: 18 JUN 7 1968
67-NOT RECORDED

b6

b7C

John Edgar Hoover
DIRECTOR

(DATE)

PERSONNEL FILE COPY



**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

For inclusion in the fund to be paid to the designated beneficiary of any Special Agent of the FBI who has previously contributed to this fund and who dies from any cause except self-destruction while employed as a Special Agent, I am forwarding herewith (by Check - Money Order) the sum of \$20, payable to S.A.I.F., to be included in said fund. Payment will be made for death by self-destruction after the Agent has been a member of the fund for a continuous period of two years. It is understood and agreed that the sum tendered herewith is a voluntary, gratuitous contribution to said fund which I understand is to be administered in the following manner:

The Director of the FBI will appoint a committee which shall consider all matters pertaining to the acquisition, safe keeping and expending of said fund, which committee will recommend appropriate action to the Director in pertinent matters. The Assistant Director of the Administrative Division of the FBI shall receive all contributions and account for same to the Director. Upon the death of any Special Agent who is a member of said fund the appointed committee will consider the case and submit a recommendation to the Director as to its conclusions. Appropriate instructions will then be issued to the Assistant Director of the Administrative Division, directing him to pay to the designated beneficiary the sum of \$20,000. The liability of the fund shall not under any circumstances exceed the amount of monies in the fund at the time any liability shall occur.

EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA JAMES M. FOX	5/15/68	CHICAGO

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

b6

Address	[Redacted]
---------	------------

b7C

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address	[Redacted]
---------	------------

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? Yes No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address	[Redacted]
---------	------------

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address	[Redacted]
---------	------------

Very truly yours,

Payment Received
Special Agents Insurance Fund

JUN 1 1968

J. Edgar Hoover, Director

James M. Fox
Special Agent

73

8-ecd

UNITED STATES GOVERNMENT

Memorandum

6-6

TO : DIRECTOR, FBI

DATE: 5/10/68

FROM : *SAC* SAC, CHICAGO

SUBJECT: JAMES M. FOX
SPECIAL AGENT
RECOMMENDATION FOR REALLOCATION

The comments and ratings in the March 31, 1968, performance rating still apply as there have been no significant changes in SA FOX's performance since then.

As noted in the above mentioned performance rating, SA FOX has an outstanding attitude towards the Bureau and its work. He repeatedly demonstrated the ability to handle complicated-type security investigations with less than the average amount of supervision for an agent of his experience in the security field. He is a very industrious agent who produces a high volume of accurate work with a very minimum of supervision.

SA FOX has equitably shared in the Voluntary Overtime of the Chicago Office and has carried his fair share of the workload as indicated by the following statistics:

<u>Cases Closed</u>			<u>Cases Assigned</u>		
<u>Squad</u>	<u>SA FOX</u>		<u>Squad</u>	<u>SA FOX</u>	
4/68	6.9	14	4/68	28.4	41
3/68	11.4	14	3/68	34.8	46
2/68	11.9	18	2/68	33.6	47

During the past year SA FOX developed a Bureau approved PSI as well as a Bureau approved confidential source, both [redacted] and both of whom have provided information of great value to the Bureau [redacted]

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b7E

[redacted] On May 10, 1968, SA FOX was weighed by Nurse [redacted] at which time he weighed 171 pounds. He is 72" tall, has a large frame, and is within the Bureau's desired weight limits.

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b7C

SA FOX entered on duty as a Special Agent on May 27, 1963, and was reallocated to Grade GS-11 on June 6, 1965. In view of his overall work, the Bureau is requested to give consideration to reallocating him to Grade GS-12.

- ② - Bureau (RM) 45
② - Chicago
(1 - 67-832 P&C)

(4)

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan



5010-108-02

U.S. DEPARTMENT OF LABOR

OFFICE OF THE SOLICITOR

WASHINGTON 20210

APR 4, 1968

[REDACTED]
Room 4539
Federal Bureau of Investigation
Department of Justice
Washington, D. C. 20535

Dear [REDACTED]:

This will confirm our telephone conversation of March 29 with regard to James Fox. We understand that Mr. Fox has been offered a settlement of \$150. We further understand that he did not lose any time from his work and that he incurred only a small medical bill.

Under the circumstances the settlement is satisfactory. We will close out our handling of this case on this basis. Any telephone inquiries regarding the above matter may be directed to [REDACTED] 386-4438.

b6
b7C

Yours sincerely,

[REDACTED]
Solicitor of Labor

[REDACTED]
Assistant Counsel for Employees'
Compensation

Copy sent to
Fox by D/S
4-9-68
[REDACTED]

b6
b7C

67-NOT RECORDED
9 APR 10 1968

b6
b7C

[Signature]

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOX #340-30-8781

Where Assigned: CHICAGO
(Division) _____ (Section, Unit)

Official Position Title and Grade: Special Agent GS-11

Rating Period: from April 1, 1967 to March 31, 1968

ADJECTIVE RATING: EXCELLENT Employee's Initials
Outstanding, Excellent, Satisfactory, Unsatisfactory JMF

Rated by: _____ Supervisor 3/31/68
Title _____ Date _____

Reviewed by: M. W. Johnson _____ Special Agent 3/31/68
in Charge Title _____ Date _____

Rating Approved by: M. W. JOHNSON _____ Assistant Director APR 15 1968
Signature Title Date

TYPE OF REPORT

Official
 Annual

- | | |
|--------------------------|-------------------------|
| <input type="checkbox"/> | Administrative |
| <input type="checkbox"/> | 60-Day |
| <input type="checkbox"/> | 90-Day |
| <input type="checkbox"/> | Transfer |
| <input type="checkbox"/> | Separation from Service |
| <input type="checkbox"/> | Special |

1 APR 22 1968

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

JAMES M. FOX

Name of Employee _____

RATING GUIDE AND CHECK-LIST

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS:

- Outstanding (exceeding excellent and deserving of special commendation).
- Excellent.
- Satisfactory (good or very good).
- Unsatisfactory.

No opportunity to appraise performance during rating period.

Guide for determining objective rating:

1. "Outstanding" adjective rating requires (A) that all elements be and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a.
2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
- A. Any element rated "Unsatisfactory" must be supported by narrative comments.
- B. An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.

<input checked="" type="checkbox"/> (1) Personal appearance.	<input checked="" type="checkbox"/> (16) Firearms ability.
<input checked="" type="checkbox"/> (2) Personality and effectiveness of his personal contacts.	<input checked="" type="checkbox"/> (17) Development of informants and sources of information.
<input checked="" type="checkbox"/> (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).	<input checked="" type="checkbox"/> (18) Reporting ability: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> (a) Investigative reports <input type="checkbox"/> (b) Summary reports <input type="checkbox"/> (c) Memos, letters, wires Consider: <input checked="" type="checkbox"/> conciseness; <input checked="" type="checkbox"/> clarity; <input checked="" type="checkbox"/> organization; <input checked="" type="checkbox"/> thoroughness; <input checked="" type="checkbox"/> accuracy; <input checked="" type="checkbox"/> adequacy and pertinency of leads; <input checked="" type="checkbox"/> administrative detail.
<input checked="" type="checkbox"/> (4) Physical fitness (including health, energy, stamina).	
<input checked="" type="checkbox"/> (5) Resourcefulness and ingenuity.	
<input checked="" type="checkbox"/> (6) Forcefulness and aggressiveness as required.	
<input checked="" type="checkbox"/> (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.	
<input checked="" type="checkbox"/> (8) Initiative and the taking of appropriate action on own responsibility.	
<input checked="" type="checkbox"/> (9) Planning ability and its application to the work.	<input checked="" type="checkbox"/> (19) Performance as a witness.
<input checked="" type="checkbox"/> (10) Accuracy and attention to pertinent detail.	<input checked="" type="checkbox"/> (20) Executive ability: <ul style="list-style-type: none"> <input type="checkbox"/> (a) Leadership <input type="checkbox"/> (b) Ability to handle personnel <input type="checkbox"/> (c) Planning <input type="checkbox"/> (d) Making decisions <input type="checkbox"/> (e) Assignment of work <input type="checkbox"/> (f) Training subordinates <input type="checkbox"/> (g) Devising procedures <input type="checkbox"/> (h) Emotional stability <input type="checkbox"/> (i) Promoting high morale <input type="checkbox"/> (j) Getting results
<input checked="" type="checkbox"/> (11) Industry, including energetic, consistent application to duties.	
<input checked="" type="checkbox"/> (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.	
<input checked="" type="checkbox"/> (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.	
<input checked="" type="checkbox"/> (14) Investigative ability and results: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> (a) Internal security cases <input checked="" type="checkbox"/> (b) Criminal or general investigative cases <input checked="" type="checkbox"/> (c) Fugitive cases <input checked="" type="checkbox"/> (d) Applicant cases <input checked="" type="checkbox"/> (e) Accounting cases 	
<input checked="" type="checkbox"/> (15) Physical surveillance ability.	
	<input checked="" type="checkbox"/> (21) Ability on raids and dangerous assignments: <ul style="list-style-type: none"> <input type="checkbox"/> (a) As leader <input checked="" type="checkbox"/> (b) As participant
	<input checked="" type="checkbox"/> (22) Organizational interest, such as making of suggestions for improvement.
	<input checked="" type="checkbox"/> (23) Ability to work under pressure.
	<input checked="" type="checkbox"/> (24) Miscellaneous. Specify and rate: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Dictation ability

applicant-recruiting

- A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

Espionage-Foreign Intelligence Squad

- B. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):

Investigator; Chinese speaking (Toyshan)

- C. (1) Is employee available for general assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.)
 (2) Is employee available for special assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.)

- D. 1. Has employee had an abnormal sick leave record during rating period? No 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? No (If answer to either question is "yes," explain in narrative comments.)

- E. Is employee qualified to operate a motor vehicle incidental to his official duties? Yes No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

ADJECTIVE RATING: _____

EXCELLENT

Outstanding, Excellent, Satisfactory, Unsatisfactory

EMPLOYEE'S INITIALS *JMF*

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY: SA FOX is a tall, athletic-appearing agent who dresses neatly and in a businesslike fashion. He presents an excellent appearance as a Bureau representative. He is well-liked by all with whom he comes in contact and has a very pleasing personality.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

During the rating period, SA FOX participated in dangerous assignments in a capable manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

SA FOX is completely available for general or special assignment and has no known physical limitations which would affect his performance as a Special Agent.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

SA FOX, during the rating period, was assigned to the Espionage and Foreign Intelligence Squad where most of his assignments were in the Chinese field. He is a language-trained agent in the Chinese (Toyshan) language, which ability has assisted him greatly in the handling of his work. He repeatedly demonstrated during the rating period his ability to handle complicated-type security investigations with less than average amount of supervision for an agent of his experience in the security field. He is a very industrious agent who produces a very high volume of accurate work. He has an outstanding attitude towards the Bureau and its work. He repeatedly demonstrated during the rating period the ability to work under pressure. His work has reflected the use of initiative as well as excellent judgment. During the rating period he interviewed several individuals in efforts to obtain Bureau applicants and successfully recruited one Bureau applicant. His overall work during the rating period was excellent and his rating in Grade GS-11 is excellent.


Initials

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

During the rating period SA FOX participated in three investigations in which the Director commended the Chicago Office for exceptional and effective investigation.

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:
(List items taken into consideration on rating guide and check list.)

NA

7. PARTICIPATION IN INFORMANT PROGRAMS: During the rating period, SA FOX developed one Bureau approved PSI and a Bureau approved confidential source, both [REDACTED] which achievements were outstanding.

8. TESTIFYING EXPERIENCE AND ABILITY:

During the rating period SA FOX testified in USDC in an excellent manner.

b3
b7E

9. ACCOUNTING INFORMATION:

NA

10. POLICE INSTRUCTION:

NA

11. RESIDENT AGENTS:

NA


Initials

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

13. FOREIGN LANGUAGE ABILITY:

Language in which proficient Chinese (Toyshan)

Completed language school Yes No

Fluent in Chinese (Toyshan) language to extent Agent can handle typical investigative problems as follows: (1) Conversation form Yes No
(2) Written form Yes No

Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory

<u>Language</u>	<u>Read</u>	<u>Write</u>	<u>Speak</u>	<u>Understand</u>
<u>Chinese (Toyshan)</u>	<u>Fair</u>	<u>Fair</u>	<u>Good</u>	<u>Good</u>

Frequency Chinese (Toyshan) language ability used during rating period: **Several times a week**

Frequency of use of Chinese (Toyshan) language anticipated during ensuing year: **Several times a week**

14. ADMINISTRATIVE ADVANCEMENT:

- (a) Agent is interested in administrative advancement. Yes No
- (b) Agent is completely available for administrative advancement. Yes No
- (c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance. Yes No
- (d) If answer to (c) is "Yes," Agent's qualifications are considered
 very good excellent outstanding
- (e) If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (*If applicable, explanatory comments required.*) Yes No

From the manner in which SA FOX administered his own cases during the rating period, it is felt that he possesses potential for administrative advancement which will develop with additional field investigative experience.


Initials

**ELECTION, DECLINATION, OR WAIVER
OF LIFE INSURANCE COVERAGE
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM**

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
FOX	JAMES	M	12/23/37	340 30 8781
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	
FBI			CHICAGO, ILL. 60604	

3

MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here _____
if you
WANT BOTH
optional and
regular
insurance



ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

(A)
transmittal to OPM.



DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here _____
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance



WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.



(C)

4

**SIGN AND DATE. IF YOU MARKED BOX "A" OR "C",
COMPLETE THE "STATISTICAL STUB." THEN RETURN
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)

James M Fox

DATE

2/5/68

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

FEB 14 1968

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

2

STANDARD FORM NO. 176-T
JANUARY 1968
(For use only until April 14, 1968)
176-101

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 1/18/68

JM
FROM: SAC, CHICAGO (1-286)

SUBJECT: SPECIALIZED IN-SERVICE
ON CHINESE MATTERS

ReBulet 1/15/68.

It is recommended that SA JAMES M. FOX attend [] specialized Chinese In-Service in the event one is scheduled by the Bureau. SA FOX is scheduled for In-Service training during 1968.

2 - Bureau
1 - Chicago
[]

(3)

b6
b7C

UK
1/18/68
- auto list
[]

b6
b7C

1/18/68 1/25 P

6/1
10 JAN 26 1968

b6
b7C

XEROX
JAN 31 1968

141
concert
[]



Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

December 29, 1967

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

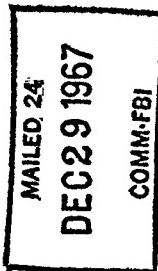
I would like to extend to [redacted]
you my sincere congratulations on the birth of
your [redacted].

b6
b7C

It is my wish that the future will bring
the fulfillment of all your hopes and plans for
your [redacted].

Sincerely,

J. Edgar Hoover



1 - SAC, Chicago (Personal Attention)

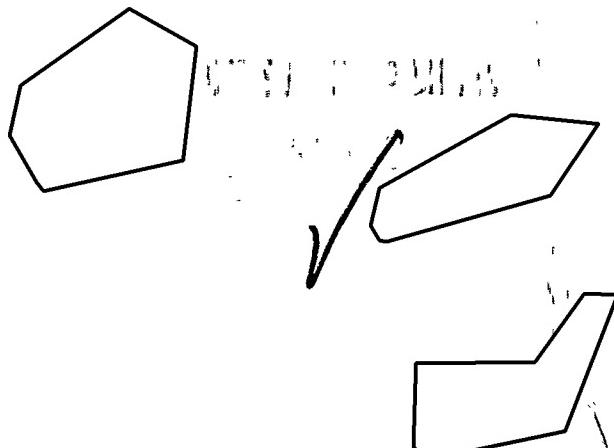
1 - Out of Service file of [redacted]

67-592577

[redacted]
(5)



Toison _____
DeLoach _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____



b6
b7C

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

DATE: 12/22/67

FROM : SAC, Chicago

SUBJECT: SA JAMES M. FOX *no stops, movements - per movement &*
*(Employee's present payroll name)*CHICAGO SA
*(Division)*PAYROLL NAME (*List as desired on payroll*)

ADDRESS AND TELEPHONE CHANGE

Present telephone number (city)

 FD-310 enclosed

Local address - (Number Street City State (zip code))

THE FOLLOWING MUST BE EXECUTED IN REPORTING MARRIAGES OR BIRTHS

MARITAL STATUS

Married to - Show full (*maiden*) name of spouse

Date and place of marriage

Is spouse a Bureau employee? Yes No FD-310 enclosed Yes No

If you have previously filed any designation of beneficiary forms, it will be necessary for you to execute new forms in the event you now desire to cancel or alter prior designations.

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

BIRTHS

Girl named

Boy named

Born on

Birthplace

67-NOT RECORDED

To employee and (name of spouse)

Enc.

(1)

1/4

Det. of copy.
12/29/62b6
b7C

TP X



**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

For inclusion in the fund to be paid to the designated beneficiary of any Special Agent of the FBI who has previously contributed to this fund and who dies from any cause except self-destruction while employed as a Special Agent, I am forwarding herewith (by Check - Money Order) the sum of \$20, payable to S.A.I.F., to be included in said fund. Payment will be made for death by self-destruction after the Agent has been a member of the fund for a continuous period of two years. It is understood and agreed that the sum tendered herewith is a voluntary, gratuitous contribution to said fund which I understand is to be administered in the following manner.

The Director of the FBI will appoint a committee which shall consider all matters pertaining to the acquisition, safe keeping and expending of said fund, which committee will recommend appropriate action to the Director in pertinent matters. The Assistant Director of the Administrative Division of the FBI shall receive all contributions and account for same to the Director. Upon the death of any Special Agent who is a member of said fund the appointed committee will consider the case and submit a recommendation to the Director as to its conclusions. Appropriate instructions will then be issued to the Assistant Director of the Administrative Division, directing him to pay to the designated beneficiary the sum of \$20,000. The liability of the fund shall not under any circumstances exceed the amount of monies in the fund at the time any liability shall occur.

EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
---	------	--

SA JAMES M. FOX	7/7/67	CHICAGO
-----------------	--------	---------

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
--	--------------

Address	b6
---------	----

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
---	--------------

Address	b7C
---------	-----

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? Yes No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship
--	--------------

Address	
---------	--

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
---	--------------

Address	
---------	--

Very truly yours,

Payment Rec'd b1
Special Agents Insurance Fund

AUG 1 1967

J. Edgar Hoover, Director
(B)

James M. Fox
Special Agent

R. A. J.



**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

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EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA JAMES M. FOX	5/24/67	CHICAGO

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]
Address [Redacted]	b6
Name [Redacted] (use given first name if female)	Relationship
[Redacted]	[Redacted]
Address [Redacted]	b7C

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? Yes No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship
Address [Redacted]	
Name (contingent beneficiary, if desired; use given first name if female)	Relationship
Address [Redacted]	

Very truly yours,

James M. Fox
Special Agent

Payment Rec'd
Special Agents Insurance Fund

JUN 6 1967 *63*

J. Edgar Hoover, Director

Recd.

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

340-30-8781

DATE: 4/6/67

FROM : SA JAMES M FOX
D
(Name of employee)SPECIAL AGENT

(Title)

SUBJECT: OFFICES OF PREFERENCE

Attention: Mo [initials] Unit

Row b6
b7C

Please list my offices of preference as follows:

- | | |
|---------------------|------|
| 1. <u>Chicago</u> | 3150 |
| 2. <u>San Diego</u> | 3780 |
| 3. <u>Honolulu</u> | 3280 |

67-NOT RECORDED
7 APR 19 1967

f-259 APR 17 1967

*11 1967*b6
b7C

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

b6
b7c

Name of Employee: JAMES M. FOX #340-30-8781

Where Assigned: **Chicago** (Division) (Section, Unit)

Official Position Title and Grade: Special Agent GS-11

Rating Period: from April 1, 1966 to March 31, 1967

ADJECTIVE RATING: Excellent
Outstanding, Excellent, Satisfactory, Unsatisfactory

**Employee's
Initials**

Tut

Rated by: Supervisor Date: 3/31/67

b6
b7c

Reviewed by: M. Johnson in Charge 3/31/67
Signature Title Date

RECEIVED BY COLUMBIA LIBRARIES APR 22 1968

Rating Approved by:	<i>J. C. Johnson</i> Signature	Assistant Director	APR 12
		Title	Date
	REC-141	Search and	Number
			141-141-141

TYPE OF REPORT

Official
 Annual

- Administrative**

 - 60-Day
 - 90-Day
 - Transfer
 - Separation from Service
 - Special

29

4-0 MAY 17 1967

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee JAMES M. FOX Title Special Agent
#340-30-8781 Rating Period: from 4/1/66 to 3/31/67

RATING GUIDE AND CHECK-LIST

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS:

- Outstanding (exceeding excellent and deserving of special commendation).
- Excellent.
- Satisfactory (good or very good).
- Unsatisfactory.
- No opportunity to appraise performance during rating period.

Guide for determining objective rating:

1. "Outstanding" adjective rating requires (A) that all elements be + and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a.
2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
- A. Any element rated "Unsatisfactory" must be supported by narrative comments.
- B. An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.

- (1) Personal appearance.
 (2) Personality and effectiveness of his personal contacts.
 (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).
 (4) Physical fitness (including health, energy, stamina).
 (5) Resourcefulness and ingenuity.
 (6) Forcefulness and aggressiveness as required.
 (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
 (8) Initiative and the taking of appropriate action on own responsibility.
 (9) Planning ability and its application to the work.
 (10) Accuracy and attention to pertinent detail.
 (11) Industry, including energetic, consistent application to duties.
 (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.
 (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
 (14) Investigative ability and results:
 — (a) Internal security cases
 — (b) Criminal or general investigative cases
 — (c) Fugitive cases
 — (d) Applicant cases
 — (e) Accounting cases
 (15) Physical surveillance ability.

- (16) Firearms ability.
 (17) Development of informants and sources of information.
 (18) Reporting ability:
 — (a) Investigative reports
 — (b) Summary reports
 — (c) Memos, letters, wires
 (Consider: conciseness; clarity; organization; thoroughness; accuracy; adequacy and pertinency of leads; administrative detail.)
 (19) Performance as a witness.
 (20) Executive ability:
 — (a) Leadership
 — (b) Ability to handle personnel
 — (c) Planning
 — (d) Making decisions
 — (e) Assignment of work
 — (f) Training subordinates
 — (g) Devising procedures
 — (h) Emotional stability
 — (i) Promoting high morale
 — (j) Getting results
 (21) Ability on raids and dangerous assignments:
 — (a) As leader
 — (b) As participant
 (22) Organizational interest, such as making of suggestions for improvement.
 (23) Ability to work under pressure.
 (24) Miscellaneous. Specify and rate:
 — Dictation ability

A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

Espionage-Foreign Intelligence Squad

B. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):

Investigator; Chinese speaking (Toysan)

C. (1) Is employee available for general assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.)
 (2) Is employee available for special assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.)

D. 1. Has employee had an abnormal sick leave record during rating period? No 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? No (If answer to either question is "yes," explain in narrative comments.)

E. Is employee qualified to operate a motor vehicle incidental to his official duties? Yes No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

ADJECTIVE RATING:

Excellent

Outstanding, Excellent, Satisfactory, Unsatisfactory

EMPLOYEE'S INITIALS Tmf

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA FOX dresses in a neat and conservative manner and makes an excellent personal appearance. He has a friendly personality, a calm, pleasant manner, and is very effective in his personal contacts.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

He is qualified, without limitation, and has performed dangerous assignments during the rating period in a satisfactory manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

He is completely available and has no physical limitation affecting the performance of his duties.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

During the rating period, SA FOX has been assigned to the Espionage and Foreign Intelligence Squad where the preponderance of his assignments have been in the Chinese field. He is a language-trained agent in the Chinese-Toyshan Language. He has demonstrated outstanding attitude toward his work and demonstrated intelligence, perception, and aptitude in the handling of his assignments. He has the ability to handle complicated investigative matters with less than average supervision for an agent of his experience.

SA FOX has demonstrated a positive appreciation of his responsibilities in applicant recruitment and has made several effective contacts designed to advance this program.

JWF
Initials

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

None

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:

(List items taken into consideration on rating guide and check list.)

N.A.

7. PARTICIPATION IN INFORMANT PROGRAMS:

During the rating period, SA FOX has developed a symbolized security informant and two Bureau approved PSIs [redacted]
[redacted] which achievement is felt to be outstanding.

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8. TESTIFYING EXPERIENCE AND ABILITY:

During the rating period, SA FOX has not had occasion to testify; however, he has testified in the past in a satisfactory manner.

9. ACCOUNTING INFORMATION:

N.A.

10. POLICE INSTRUCTION:

N.A.

11. RESIDENT AGENTS:

N.A.

JMF
Initials

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

N.A.

13. FOREIGN LANGUAGE ABILITY:

Language in which proficient Chinese-Toyshan

Completed language school Yes No

Fluent in Chinese-Toyshan language to extent Agent can handle typical investigative problems as follows: (1) Conversation form Yes No
(2) Written form Yes No

Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory

<u>Language</u>	<u>Read</u>	<u>Write</u>	<u>Speak</u>	<u>Understand</u>
<u>Chinese-Toyshan</u>	<u>Fair</u>	<u>Fair</u>	<u>Good</u>	<u>Good</u>

Frequency Chinese-Toyshan language ability used during rating period: **Several times a week**

Frequency of use of Chinese-Toyshan language ability anticipated during ensuing year: **Several times a week**

14. ADMINISTRATIVE ADVANCEMENT:

- (a) Agent is interested in administrative advancement. Yes No
- (b) Agent is completely available for administrative advancement. Yes No
- (c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance. Yes No
- (d) If answer to (c) is "Yes," Agent's qualifications considered
 very good excellent outstanding
- (e) If answer to (c) is "No," Agent considered to have potential for future administrative advancement. (*If applicable, explanatory comments required.*) Yes No

From the manner in which SA FOX administers his own cases and the limited opportunity he has been afforded for administrative training, it is felt that he demonstrates a potential for administrative advancement, dependent upon the acquisition of additional field investigative experience.


Initials

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE:

3/30/67

FROM : SAC, (CHICAGO) (66-2214)



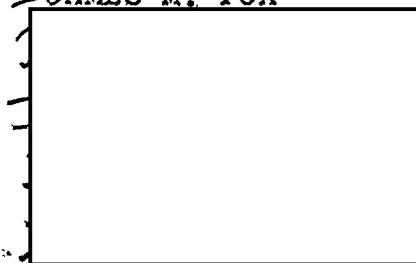
SUBJECT: OFFICE SUPERVISION
CHICAGO DIVISION

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Remylet 2/3/67:

UACB, the following agents will be assigned as Night Duty Agents on the midnight to 8:00 a.m. shift during May and June, 1967, on a rotating basis. When each has had a tour on this shift, another group of agents will be recommended:

JAMES M. FOX



1 - Det Chicago
2 - Bureau
1 - Chicago

(3)



XEROX

APR 10 1967

VIA RAY

REC-13A

APR 5 1967

342-4358

8



5010-106

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

49
APR 11 1967

THREE

b6
b7C



**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

For inclusion in the fund to be paid to the designated beneficiary of any Special Agent of the FBI who has previously contributed to this fund and who dies from any cause except self-destruction while employed as a Special Agent, I am forwarding herewith (by Check - Money Order) the sum of \$10, payable to S.A.I.F., to be included in said fund. Payment will be made for death by self-destruction after the Agent has been a member of the fund for a continuous period of two years. It is understood and agreed that the sum tendered herewith is a voluntary, gratuitous contribution to said fund which I understand is to be administered in the following manner.

The Director of the FBI will appoint a committee which shall consider all matters pertaining to the acquisition, safe keeping and expending of said fund, which committee will recommend appropriate action to the Director in pertinent matters. The Assistant Director of the Administrative Division of the FBI shall receive all contributions and account for same to the Director. Upon the death of any Special Agent who is a member of said fund the appointed committee will consider the case and submit a recommendation to the Director as to its conclusions. Appropriate instructions will then be issued to the Assistant Director of the Administrative Division, directing him to pay to the designated beneficiary the sum of \$10,000. The liability of the fund shall not under any circumstances exceed the amount of monies in the fund at the time any liability shall occur.

EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA JAMES M. FOX	2/28/67	CHICAGO

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address [Redacted] b6

Name (contingent beneficiary; if desired; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address [Redacted] b7C

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? Yes No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address [Redacted]

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address [Redacted]

Very truly yours,

Repayment Rec'd
Special Agents Insurance Fund

MAR 14 1967

J. Edgar Hoover, Director

James M. Fox
Special Agent

8-602

SAC, Chicago (66-4468)

11/4/66

Director, FBI

**CHINESE INVESTIGATIVE MATTERS
SUGGESTION MATTER**

Reference is made to Chicago letter dated October 20, 1966, with the above caption wherein a suggestion submitted by SA James M. Fox was set forth.



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b7E

This information is being brought to your attention so that SA Fox may be advised of the existence of such a procedure on a trial basis prior to the receipt of his suggestion.

2 - Chicago

1 - Field personnel file of SA James M. Fox

1 - Suggestion file

Personnel file of SA James M. Fox

(7)

(Suggestion 326-67)

NOTE:

Based on memorandum J. J. Casper to Mr. Mohr, 11/3/66,
re: Chinese Investigative Matters. Suggestion 326-67 Submitted

By, SA James M. Fox, Chicago Office,

b6
b7C

-NOT RECORDED
11-8-66 68

October 25, 1966

PERSONAL

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

I have received your suggestion [redacted]

[redacted] This proposal is being carefully evaluated and you will be advised in the event it is adopted.

The interest which prompted you to submit your idea to me is indeed appreciated.

Sincerely yours,

2 - Chicago

1 - Field personnel file

1 - Suggestion file

1 - Personnel file of SA James M. Fox

(6)

(Suggestion 326-67 dated 10/20/66)

NOTE: [redacted]

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b7C

(CONTINUED - OVER)

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b7E

DUPLICATE YELLOW

Mr. James M. Fox



b3
b7E

Referred to the Files and Communications and Domestic Intelligence Divisions for views and recommendations.

DIRECTOR, FBI

10/20/66

SAC, CHICAGO (66-4468) ATTN: SUGGESTION DESK
TRAINING DIVISION

CHINESE INVESTIGATIVE MATTERS
SUGGESTION MATTER
#326-67

The following suggestion has been submitted by SA
JAMES M. FOX of this division:

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b7E

④ - Bureau (RM)
3 - Chicago

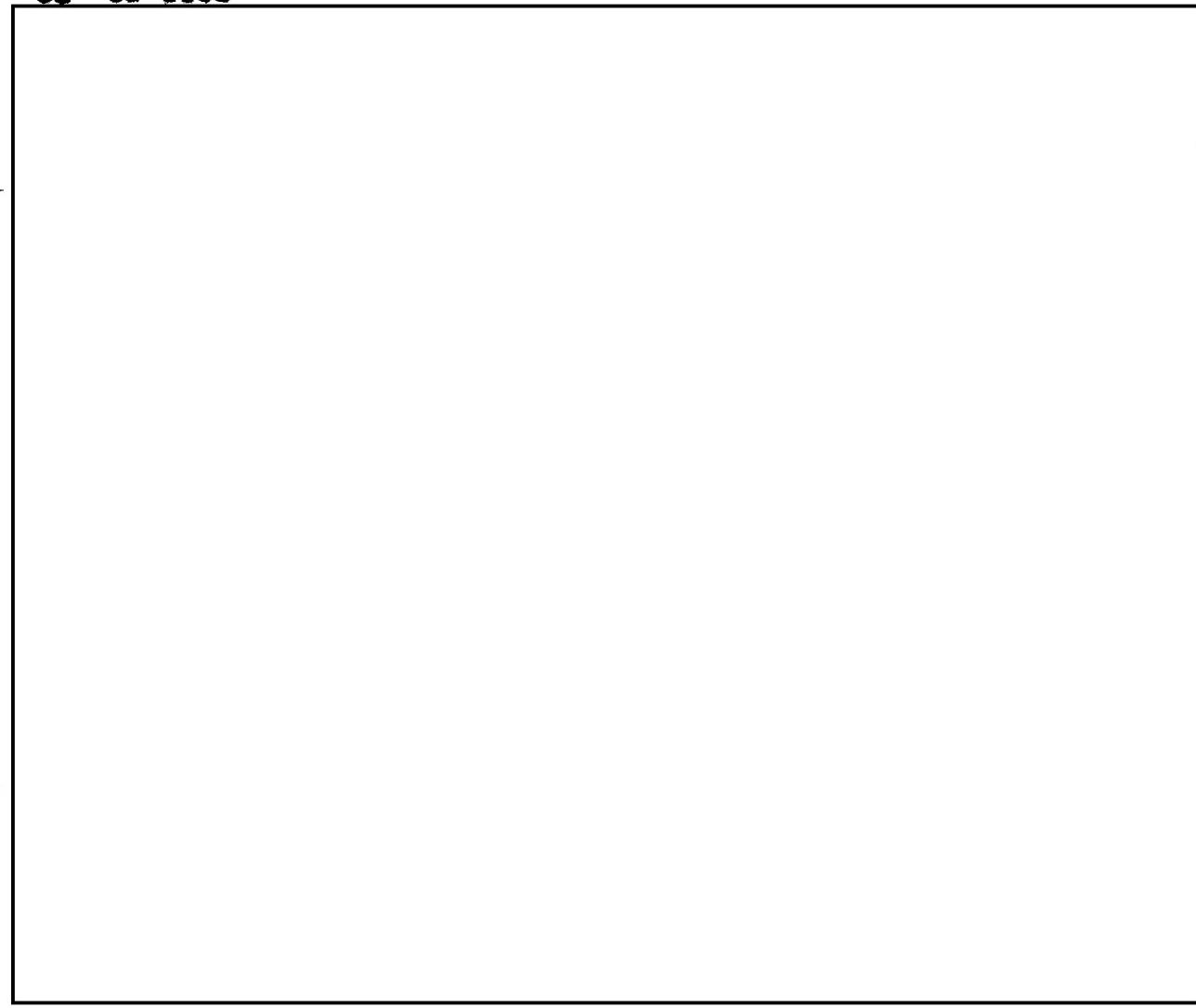
[Redacted]

(1 - Personnel File SA FOX)

[Redacted]
(7)

b3
b6
b7C
b7E

CG 88-4468



b3
b7E



**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

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EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA James M. Fox	10/10/66	CHICAGO

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
	b6

Address	
	b7C

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
ESTATE	

Address	
---------	--

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? Yes No If not, the entire following portion must be executed.

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Name (primary beneficiary; use given first name if female)	Relationship
--	--------------

Address	
---------	--

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
---	--------------

Address	
---------	--

Payment Received
Special Agents Insurance Fund

OCT 28 '66

J. Edgar Hoover, Director

Very truly yours,

James M. Fox
Special Agent

5-ecd

137

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 8/2/66

FROM : SAC, CHICAGO

SUBJECT: SA JAMES M. FOX
CHICAGO DIVISION

Re Chicago letter dated 6/29/66.

On July 26, 1966, a hearing was held on the complaint filed by SA FOX against [redacted] at the State's Attorney's Office, 2600 South California Avenue, Chicago, Illinois. Assistant State's Attorney [redacted] directed this hearing and after statements of fact were made by SA FOX and [redacted], [redacted] ordered [redacted] to refund the \$155 in question or face arrest and prosecution. [redacted] took the position that he had held the property in which SA FOX had been interested for a one week period and felt that a certain amount was due him for his effort. An agreement was reached between SA FOX and [redacted] to allow [redacted] \$25 whereupon the \$130 difference was paid to SA FOX and the complaint in this matter was dropped.

b6
b7C

The above is submitted for the Bureau's information.

REC-1331

572477-58

2 AUG 5 1966

② - Bureau (RM)
2 - Chicago
(1 - 67-832)
(1 - Personnel File SA FOX)

[redacted]
(4)

b6
b7C

REC'D 11 AUG 1966
FBI - CHICAGO

THREE



UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

FROM : SAC, CHICAGO

SUBJECT: SA JAMES M. FOX
CHICAGO DIVISION

DATE: 6/29/66

During January, 1966, SA JAMES M. FOX contemplated the purchase of a home in Northbrook, Illinois. Based upon the representations of [redacted]

[redacted] SA FOX gave a deposit of \$155.00 to [redacted]. At all times [redacted] represented himself as a licensed real estate broker and lawful agent of the owner of the home.

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b7C

During subsequent conversations with the owner, it was learned that [redacted] had completely misrepresented the terms of sale and sale negotiations were broken off.

During the months of February and March, 1966, SA FOX talked with [redacted] on several occasions and each time [redacted] agreed to return the deposit money and expressed his sincere apologies for his "inadvertent misrepresentations".

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During a conversation on March 29, 1966, [redacted] mentioned for the first time to SA FOX that perhaps he [redacted] was under no obligation to return the deposit money. Subsequent attempts to obtain the amount involved were completely unsuccessful, [redacted] claiming on each occasion that he had fulfilled his part of the agreement and would not return the money.

On several occasions between March and June, 1966, the Illinois State Department of Registration and Education, was contacted regarding the facts of this case. On June 29, 1966, SA FOX spoke with [redacted], Illinois State Department of Registration and Education, Chicago, Illinois. This state agency licenses all bona fide real estate brokers in Illinois. [redacted] stated that [redacted] was not registered with his agency and was therefore transacting real estate negotiations unlawfully. [redacted] tried to reach [redacted] by telephone but

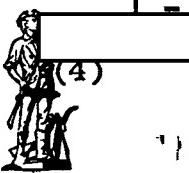
b6
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- (2) - Bureau
2 - Chicago
1 - 67-832
1 - Personnel File SA FOX

REC-137

67-593577-57

SEARCHED	INDEXED
SERIALIZED	FILED
3 JUL 6 1966	



138

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

[redacted] refused to return [redacted] calls. [redacted] suggested that the most expedient remedy would be to file a complaint with the Cook County State's Attorney's Office in Chicago, Illinois.

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b7C

On June 29, 1966, SA FOX filed a complaint against [redacted] at the States Attorney's Office, 2600 South California Avenue, Chicago, Illinois. The facts as presented by SA FOX were heard by a representative of that office who then set July 26, 1966, as the date for a hearing, at which time the facts as presented by SA FOX and [redacted] would be evaluated. The States Attorney's Office indicated that if [redacted] refused to show up for such a hearing, a warrant would be issued for his arrest inasmuch as it is a felony in Illinois to transact real estate business unless one is licensed by the State. The States Attorney's Office further indicated the possibility of criminal fraud on the part of [redacted] inasmuch as he had refused to return the \$155.00 to which he apparently had no right.

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The above is submitted for the Bureau's information and any further pertinent developments will be immediately set forth for the Bureau.

FORM 3-542 (9-14-64) APPROVED COMP,
GEN. U.S. 4-5-68 IN LIEU OF
SF 1126

FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE

FOX JAMES H

SOCIAL SECURITY NUMBER

340-30-6781

NOTIFICATION OF BASIC CHANGE

CODE - NATURE OF ACTION.

- | | |
|-------------------------------------|-----------------------------|
| <input type="checkbox"/> | 892 - QUALITY INCREASE |
| <input checked="" type="checkbox"/> | 893 - WITHIN GRADE INCREASE |
| <input type="checkbox"/> | 894 - PAY ADJUSTMENT |

- | | |
|--------------------------|----------------------------|
| <input type="checkbox"/> | 896 - ADMIN. PAY INCREASE |
| <input type="checkbox"/> | 897 - ADMIN. PAY DECREASE |
| <input type="checkbox"/> | OTHER (SPECIFY IN REMARKS) |

EFFECTIVE DATE

DATE OF LAST EQUIV. INCR.

6/ 5/66

6/ 6/65

GRADE OR LEVEL

STEP OR RATE

OLD SALARY

NEW SALARY

GS-11	STEP 4	\$ 9,573.00	\$ 9,879.00
-------	--------	-------------	-------------

DATA ON UNPAID ABSENCE

PERIOD(S)	TOTAL EXCESS	IN PAY STATUS AT END OF WAITING PERIOD	INITIALS
		YES	



EMPLOYEE'S WORK IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.



EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS:

67-NOT RECORDED
15 JUN 9 1966

J. Edgar Hoover

JOHN EDGAR HOOVER
DIRECTOR

110 W 31st St
6/ 5/66
(DATE)

PERSONNEL FILE COPY

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOXWhere Assigned: Chicago
(Division) _____ (Section, Unit)Official Position Title and Grade: Special Agent GS-11Rating Period: from April 1, 1965 to March 31, 1966ADJECTIVE RATING: Excellent*Outstanding, Excellent, Satisfactory, Unsatisfactory*Employee's Initials
JMFRated by: _____ Supervisor 3/31/66

Title Date

b6
b7CReviewed by: M. W. JOHNSON Special Agent in Charge 3/31/66

Signature Title Date

M. W. JOHNSON SignatureJ. P. Callahan Assistant Director DateAPR 19 1966

Rating Approved by: _____ Title _____ Date _____

Signature

Date

TYPE OF REPORT

Official
 Annual

Administrative
 60-Day
 90-Day
 Transfer
 Separation from Service
 Special

67-592577-55
 State: 7 APR 14 1966
 REC-135

b6
b7C

3 MAY 6 1966

REC-135

7 APR 14 1966

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee JAMES M. FOX Title Special Agent
 Rating Period: from 4/1/65 to 3/31/66

RATING GUIDE AND CHECK-LIST

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS:

- + Outstanding (exceeding excellent and deserving of special commendation).
- E Excellent.
- V Satisfactory (good or very good).
- Unsatisfactory.
- O No opportunity to appraise performance during rating period.

Guide for determining objective rating:

1. "Outstanding" adjective rating requires (A) that all elements be + and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a.
2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
- A. Any element rated "Unsatisfactory" must be supported by narrative comments.
- B. An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.

- | | |
|--|--|
| <ul style="list-style-type: none"> <u>E</u> (1) Personal appearance. <u>E</u> (2) Personality and effectiveness of his personal contacts. <u>+</u> (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load). <u>E</u> (4) Physical fitness (including health, energy, stamina). <u>E</u> (5) Resourcefulness and ingenuity. <u>E</u> (6) Forcefulness and aggressiveness as required. <u>V</u> (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives. <u>E</u> (8) Initiative and the taking of appropriate action on own responsibility. <u>V</u> (9) Planning ability and its application to the work. <u>E</u> (10) Accuracy and attention to pertinent detail. <u>E</u> (11) Industry, including energetic, consistent application to duties. <u>V</u> (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control. <u>E</u> (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application. <u>E</u> (14) Investigative ability and results: <ul style="list-style-type: none"> <u>E</u> (a) Internal security cases <u>E</u> (b) Criminal or general investigative cases <u>O</u> (c) Fugitive cases <u>O</u> (d) Applicant cases <u>O</u> (e) Accounting cases <u>E</u> (15) Physical surveillance ability. | <ul style="list-style-type: none"> <u>E</u> (16) Firearms ability. <u>E</u> (17) Development of informants and sources of information. <u>E</u> (18) Reporting ability: <ul style="list-style-type: none"> <u>E</u> (a) Investigative reports <u>O</u> (b) Summary reports <u>E</u> (c) Memos, letters, wires <p style="margin-left: 20px;">(Consider: <u>E</u>conciseness; <u>E</u>clarity; <u>E</u>organization; <u>E</u>thoroughness; <u>E</u>accuracy; <u>E</u>adequacy and pertinency of leads; <u>E</u>administrative detail.)</p> <u>O</u> (19) Performance as a witness. <u>O</u> (20) Executive ability: <ul style="list-style-type: none"> <u>E</u> (a) Leadership <u>E</u> (b) Ability to handle personnel <u>E</u> (c) Planning <u>E</u> (d) Making decisions <u>E</u> (e) Assignment of work <u>E</u> (f) Training subordinates <u>E</u> (g) Devising procedures <u>E</u> (h) Emotional stability <u>E</u> (i) Promoting high morale <u>E</u> (j) Getting results <u>V</u> (21) Ability on raids and dangerous assignments: <ul style="list-style-type: none"> <u>O</u> (a) As leader <u>V</u> (b) As participant <u>E</u> (22) Organizational interest, such as making of suggestions for improvement. <u>E</u> (23) Ability to work under pressure. <u>E</u> (24) Miscellaneous. Specify and rate: <ul style="list-style-type: none"> <u>E</u> Dictation ability |
|--|--|

A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

Espionage - Foreign Intelligence Squad

B. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):

Investigator - Chinese speaking (Toysan)

C. (1) Is employee available for general assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)
 (2) Is employee available for special assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)

D. 1. Has employee had an abnormal sick leave record during rating period? no 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? no (If answer to either question is "yes," explain in narrative comments.)

E. Is employee qualified to operate a motor vehicle incidental to his official duties? Yes No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

ADJECTIVE RATING:

Excellent

Outstanding, Excellent, Satisfactory, Unsatisfactory

EMPLOYEE'S INITIALS JMF

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA FOX dresses in a neat and conservative manner and makes an excellent personal appearance. He has a friendly personality, a calm, pleasant manner and is very effective in his personal contacts.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

He is qualified, without limitation, and has performed dangerous assignments during the rating period in a satisfactory manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

He is completely available and has no physical limitation affecting the performance of his duties.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

From April 1, 1965, to May 26, 1965, SA FOX was in attendance at the Defense Language Institute, Monterey, California, pursuing a course of instruction in the Chinese - Toyshan Language. While so assigned he demonstrated an excellent attitude. Upon completion of this course of instruction, he was assigned to the Chicago Division. Since June, 1965, he has been assigned to the Espionage - Foreign Intelligence Squad where the preponderance of his assignments have been in the Chinese field. He has also handled assignments in the Dominican and Soviet-bloc fields. SA FOX has demonstrated intelligence, perception and aptitude in the handling of his assignments as well as an increasing competence. His overall performance is well above the average to be expected of an agent of his experience and the amount of supervision required is considerably less than average. He has also shown an aptitude for handling complicated investigative matters in this field which should continue to increase. His overall attitude toward his work is outstanding and he handles his assignments with diligence and enthusiasm.

SA FOX has demonstrated a positive appreciation of his responsibilities in applicant recruitment and has made several effective contacts designed to advance this program.


Initials

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

N. A.

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:
(List items taken into consideration on rating guide and check list.)

N. A.

7. PARTICIPATION IN INFORMANT PROGRAMS: SA FOX has been involved in the contact and development of several sources of information [redacted]. He has also participated as an alternate agent in the development of a security informant [redacted] [redacted]. He is presently acting as alternate contact agent in another potential security informant matter [redacted]

8. TESTIFYING EXPERIENCE AND ABILITY: [redacted]

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During the rating period, SA FOX has not had occasion to testify, however, he has testified in a satisfactory manner in federal court in the past.

9. ACCOUNTING INFORMATION:

N. A.

10. POLICE INSTRUCTION:

N. A.

11. RESIDENT AGENTS:

N. A.


Initials

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

N. A.

13. FOREIGN LANGUAGE ABILITY:

Language in which proficient Chinese - Toyshan

Completed language school Yes No

Fluent in Chinese-Toyshan language to extent Agent can handle typical investigative problems as follows: (1) Conversation form Yes No

(2) Written form Yes No

Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory

<u>Language</u>	<u>Read</u>	<u>Write</u>	<u>Speak</u>	<u>Understand</u>
<u>Chinese - Toyshan</u>	<u>Fair</u>	<u>Fair</u>	<u>Good</u>	<u>Good</u>

Frequency Chinese-Toyshan language ability used during rating period: several times a week

Frequency of use of Chinese-Toyshan language ability anticipated during ensuing year: several times a week

14. ADMINISTRATIVE ADVANCEMENT:

- (a) Agent is interested in administrative advancement. Yes No
- (b) Agent is completely available for administrative advancement. Yes No
- (c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance. Yes No
- (d) If answer to (c) is "Yes," Agent's qualifications are considered
 very good excellent outstanding
- (e) If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (*If applicable, explanatory comments required.*) Yes No

From the manner in which SA FOX administers his own cases and the limited opportunity he has been afforded for administrative training, it is felt that he demonstrates a potential for administrative advancement, dependent upon the acquisition of additional field investigative experience.


Initials

April 4, 1966

Local Board Number 103
Selective Service System
1563 Ellinwood Street
Des Plaines, Illinois 60016

Gentlemen:

Your Board has previously furnished this Bureau a Classification Advice showing that Mr. James Monroe Fox, Selective Service Number 11 103 37 453, would be continued in II-A classification until May, 1966.

Mr. Fox is still employed as a Special Agent.
However, he has advised [redacted]

[redacted] In view of this, your Board might wish to classify him in III-A. If not, it is requested that he be retained in II-A.

Your cooperation in this matter is indeed appreciated.

Very truly yours,

REC-131

2 APR 5 1966

John Edgar Hoover
Director

MAILED 5
APR 4 1966
COMM-FBI

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b7C

1 - SAC, Chicago - Follow closely and advise Bureau promptly if there is a change in SA Fox' classification.

(4)

NOTE: Address taken from Classification Advice in file. Bureau name is James M. Fox.

Tolson _____
DeLoach _____
Mohr _____
Wick _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

APR 80
1966

MAIL ROOM TELETYPE UNIT



**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

For inclusion in the fund to be paid to the designated beneficiary of any Special Agent of the FBI who has previously contributed to this fund and who dies from any cause (except self-destruction while employed as a Special Agent, I am forwarding herewith (by Check - Money Order) the sum of \$10, payable to S.A.I.F., to be included in said fund. Payment will be made for death by self-destruction after the Agent has been a member of the fund for a continuous period of two years. It is understood and agreed that the sum tendered herewith is a voluntary, gratuitous contribution to said fund which I understand is to be administered in the following manner.

The Director of the FBI will appoint a committee which shall consider all matters pertaining to the acquisition, safe keeping and expending of said fund, which committee will recommend appropriate action to the Director in pertinent matters. The Assistant Director of the Administrative Division of the FBI shall receive all contributions and account for same to the Director. Upon the death of any Special Agent who is a member of said fund the appointed committee will consider the case and submit a recommendation to the Director as to its conclusions. Appropriate instructions will then be issued to the Assistant Director of the Administrative Division, directing him to pay to the designated beneficiary the sum of \$10,000. The liability of the fund shall not under any circumstances exceed the amount of monies in the fund at the time any liability shall occur.

EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA JAMES M. FOX	12/21/65	CHICAGO

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
A [redacted]	b6
b7C	

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
ESTATE	

Address

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? Yes No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship
[redacted]	

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
[redacted]	

Address	
[redacted]	

Payment Received
Special Agents Insurance Fund

JAN 6 1966

J. Edgar Hoover, Director

Very truly yours,

James M. Fox
Special Agent

137

3-ecd

SAC, Chicago

November 23, 1965

Director, FBI

James M. Fox
SPECIAL AGENT

The above-captioned Special Agent attended the following training course(s):

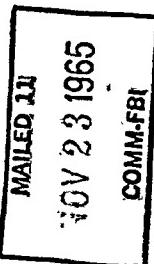
In-Service: from 11/8/65 to 11/19/65

- Criminal
 Security
 Basic
 Advanced

- Accounting
 Expert Firearms-Defensive Tactics

The firearms scores should be entered on the individual field firearms training record (FD-40). The following grades were attained.

Notebook	G
Examination	93
Shotgun Course #2	19/25
Rifle	83
Machine Gun	84



Specialized Training:

From

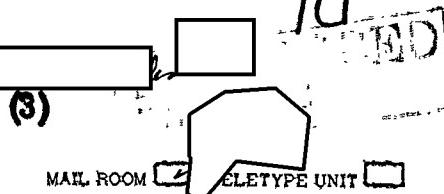
To

Admin. Firearms: _____
 _____ : _____

Tolson _____
 Belmont _____
 Mohr _____
 DeLoach _____
 Casper _____
 Callahan _____
 Conrad _____
 Evans _____
 Gale _____
 Rosen _____
 Sullivan _____
 Tavel _____
 Trotter _____
 Tele. Room _____
 Holmes _____
 Gandy _____

1-SA

JAMES M. FOX
 CHICAGO



FOX
1. NAME *JAMES*
2. UNIT *CHICAGO*
3. TEST *5/27/65*
4. TEST *1 LAT - 2*

Toysland, Montevideo
5/64 - 5/65
6. *10.*
7. *11.*
8. *12.*
9. *13.*
10. *14.*
11. *15.*
close; 35

A	35	c 35
B		d 13

1. NAME *JOHN*
2. UNIT *CHICAGO*
3. DATE *11/27/65*
4. TEST *5/27/65*

67-NOT RECORDED
1 NOV 16 1965

PRACTICE
P1 H B C D
P2 H B C D
P3 H B C D
P4 H B C D
P5 H B C D
P6 H B C D
P7 H B C D
P8 H B C D
P9 H B C D
P10 H B C D

TEST

1 H B C D	31 H B C D	6 H B C D	91 R B C D
2 H B C D	32 H B C D	62 H B C D	92 R B C D
3 H B C D	33 H B C D	63 H B C D	93 R B C D
4 H B C D	34 H B C D	64 H B C D	94 R B C D
5 H B C D	35 H B C D	65 H B C D	95 R B C D
6 H B C D	36 H B C D	66 H B C D	96 R B C D
7 H B C D	37 H B C D	67 H B C D	97 R B C D
8 H B C D	38 H B C D	68 H B C D	98 R B C D
9 H B C D	39 H B C D	69 H B C D	99 R B C D
10 H B C D	40 H B C D	70 H B C D	100 R B C D
11 H B C D	41 H B C D	71 H B C D	101 R B C D
12 H B C D	42 H B C D	72 H B C D	102 R B C D
13 H B C D	43 H B C D	73 H B C D	103 R B C D
14 H B C D	44 H B C D	74 H B C D	104 R B C D
15 H B C D	45 H B C D	75 H B C D	105 R B C D

ARMY STANDARD ANSWER SHEET

16 H B C D	46 H B C D	76 H B C D	106 R B C D
17 H B C D	47 H B C D	77 H B C D	107 R B C D
18 H B C D	48 H B C D	78 H B C D	108 R B C D
19 H B C D	49 H B C D	79 H B C D	109 R B C D
20 H B C D	50 H B C D	80 H B C D	110 R B C D
21 H B C D	51 H B C D	81 H B C D	111 R B C D
22 H B C D	52 H B C D	82 H B C D	112 R B C D
23 H B C D	53 H B C D	83 H B C D	113 R B C D
24 H B C D	54 H B C D	84 H B C D	114 R B C D
25 H B C D	55 H B C D	85 H B C D	115 R B C D
26 H B C D	56 H B C D	86 H B C D	116 R B C D
27 H B C D	57 H B C D	87 H B C D	117 R B C D
28 H B C D	58 H B C D	88 H B C D	118 R B C D
29 H B C D	59 H B C D	89 H B C D	119 R B C D
30 H B C D	60 H B C D	90 H B C D	120 R B C D

FOR OFFICIAL USE ONLY (when completed)

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b7C

DA FORM 6000
1 AUG 56

U. S. GOVERNMENT PRINTING OFFICE 16-73545-7

56 3104

SEP 28 3 36 PM '65

REC'D-READING ROOM

F B I

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Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

On this happy occasion, I want to extend
to [redacted] and to you my congratulations upon
the arrival of [redacted]

It is my heartfelt wish that [redacted]
[redacted] life will be blessed with joy and good health.

Sincerely,

J. Edgar Hoover

1 - SAC, Chicago (Personal Attention)
1 - Out of Service File of [redacted]

67-592577

5)

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b7C

MAILED

SEP 28 1965

COMM-FBI

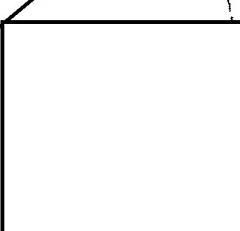
Tolson _____
Belmont _____
Mohr _____
DeLoach _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

NOT FOR PUBLIC RELEASE
9 SEP 29 1965
143

MAIL ROOM [redacted] TELETYPE UNIT [redacted]

2FB 58 42 2

3AF SECTION



UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

DATE: 9/22/65

FROM : SAC, CHICAGO

SUBJECT: JAMES M. FOX *n.s. short memo re payroll name*
(Employee's present payroll name)

CHICAGO C.C. SA
(Division)

PAYROLL NAME (List as desired on payroll)

ADDRESS AND PHONE CHANGE

Present phone number (city)				
<input type="checkbox"/> FD-310 enclosed	Local address (Number	Street	City	State)

NOTE (The following must be executed in reporting BIRTHS or CHANGES IN MARITAL STATUS.)

Has spouse ever been an employee of the Bureau or an applicant for Bureau employment?

1. No 2. Yes Present Former Applicant

MARITAL STATUS

Married to - Show full (maiden) name of spouse	Date and place of marriage
--	----------------------------

Data re spouse

Birth date	Birthplace
------------	------------

Legal Residence	Occupation
-----------------	------------

Office indices re spouse and relatives (use Addendum, if necessary)

Credit and arrest records re spouse (use Addendum, if necessary)

FD-292 enclosed 1. Yes 2. No Date it will be submitted

FD-310 enclosed 1. Yes 2. No Date it will be submitted

Name, address, and telephone number of person to be notified in case of emergency

Girl named	Boy named
------------	-----------

Born on	Birthplace
---------	------------

To employee and (Name of spouse)	<input checked="" type="checkbox"/> FOX		
----------------------------------	---	--	--

Enc.			
------	--	--	--

(1)

list. of eng. 9-28

b7c-NUTREC-AUG-1965

THREE

b6
b7C

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 8/4/65

FROM : *m/wj*
EWS SAC, CHICAGO (66-4813)

SUBJECT: SA JAMES M. FOX
UTILIZATION OF LANGUAGE ABILITY

SA FOX arrived in Chicago on transfer from Monterey, California, on June 7, 1965, having completed a course of instruction in the Chinese - Toyshan Language at the Defense Language Institute, Monterey, on May 26, 1965. He is currently assigned to the Espionage - Foreign Intelligence Squad where his assignments have been almost exclusively in the Chinese field.

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b7E

[Redacted]
These contacts and other interviews in connection with his investigations have provided him with the opportunity to use his Chinese speaking ability several times each week. It is anticipated that this frequency of usage will be maintained during the coming year.

- ② - Bureau (RM)
2 - Chicago
1 - Personnel File SA FOX

[Redacted]
(4) [Redacted]

REC-145

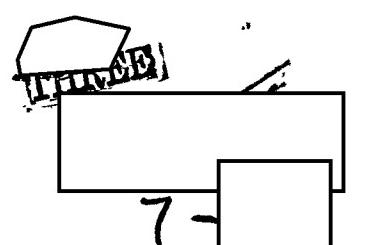
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